

## Diversity & Inclusion Policy

We want to be recognised as a great business that delights its customers, is sustainable and one which we all can be proud to work in. To achieve this, we recognise the importance of establishing a fair and inclusive work place and business environments, where our people are valued, their differences are respected, and discrimination is eliminated.

### We are committed to

- Respecting and upholding the human rights and dignity of all our people.
- Providing safe environments for all our people to work and do business in.
- Creating a culture where all our people feel able to speak up about any concerns.
- Addressing any instances of inappropriate or unacceptable behaviour such as harassment, bullying, discrimination and victimisation.

### In line with our:

- Human Rights Policy
- Health, Safety & Environmental Policy
- Code of Conduct, Speak Up Policy and Grievance Procedure.

### What you should expect from us

- We will support managers to uphold the commitments we make in relation to diversity and inclusion.

- We will treat you with dignity and respect, regardless of any personal characteristics, and in accordance to the law within the countries we operate in. For example, characteristics may include your, age, a disability, marriage / civil partnership status, pregnancy / maternity, race, religion or belief, sex, or sexual orientation and gender.
- We will provide guidance, training and support to help our people deliver our diversity and inclusion commitments.

### What we expect from you

- To treat everyone fairly, embracing differences and creating an inclusive working environment in your workplace and the wider communities in which you / we operate.
- To complete all training that applies to you.
- To speak up if you face a situation where you are not sure what to do, or if you have a concern

- Our **Speak Up Policy** sets out the channels available to you to do so and no action will be taken against you if you report a genuine concern. Whether any concerns are proven or not.

### How we achieve this

- We will regularly review and update our employment approach and practices to maintain our focus on diversity and inclusion.
- We ensure the principles of this policy are reflected in our employment practices and standard terms and conditions of employment.



Will Serle  
Chief people officer  
January 2019