

## EQUAL OPPORTUNITIES & DIVERSITY

We believe in equal opportunities and are committed to diversity across the group – it's part of our business, it's part of our culture, and it's part of who we are.

Our Equal Opportunities Policy statement explains it even better:

The Company is committed to supporting the principle of equal opportunities, and opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, gender reassignment, nationality, ethnic or national origin, sex, marital or civil partner status, pregnancy or maternity, disability, part-time or fixed term status, parental responsibilities, age, religion/belief or sexual orientation (the "protected characteristics").

Our aim is to recruit, train and promote the best person for the job, to make full use of the talents and resources of all our employees and to create a working environment free from unlawful discrimination, victimisation and harassment in which all employees are treated with dignity and respect.

