

## PURPOSE

This policy sets out our approach to equality and diversity.

We are committed to promoting equality and diversity and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

We aim to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees. We are also committed to proactively tackling and eliminating discrimination.

## SCOPE

This applies to Stonbury Ltd, Kingcombe Stonbury Ltd, Stonbury Scotland Ltd and ITS Stonbury Ltd and all employees.

This policy applies to all conduct in the workplace and outside of the workplace that is related to our work (e.g. at meetings, social events and social interactions with colleagues) or which may affect our reputation (e.g. the expression of views on social media, contrary to the commitments expressed in this policy).

This policy is also of particular relevance to directors, line managers and other employees concerned with decisions that affect others such as recruitment, training and promotion procedures and employment decisions, which affect others.

## DIVERSITY & INCLUSION

Individuals with different cultures, perspectives and experiences are welcomed and embraced by Stonbury. We want to recruit, develop and retain the most talented people, regardless of their background and make best use of their talents.

Stonbury is guided by its values. We recognise that being a diverse and inclusive employer benefits our business. We seek to develop a work environment where we treat all employees as individuals, fairly and in a consistent way.

We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise.

We remove unnecessary barriers for our employees seeking opportunities through training and development, promotion and career planning.

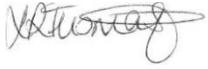
We support our leaders, managers and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

We wish to provide equal opportunities and are committed to the principle of equality to all, and will apply employment policies that are fair, equitable and consistent with the skills and abilities of our employees and the needs of the business. We require all employees to support and implement this policy ensuring that all employees have equal opportunities for recruitment, training and promotion and, in all jobs of like work, on equal terms and conditions of employment.

We will not condone any discriminatory act or attitude in the conduct of our business with the public or our employees. Acts of harassment or discrimination are disciplinary offences.

## APPROVAL

Signed by the Stonbury Group Director of People and Culture

A handwritten signature in black ink, appearing to be 'K. Thomas', written over a horizontal line.

Date: 10/04/2019

*To be reviewed annually or in the event changes to legislation, organisational changes or failures to the system being highlighted.*