



## LATUS GROUP EQUAL OPPORTUNITIES POLICY STATEMENT

### Introduction

The Latus Group is committed to the principle that no employee or job applicant shall receive unfavourable treatment on grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

The Group is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce.

### Our commitments

We are committed to ensuring that the most suitable person is employed for any given role. We will not tolerate selection of a candidate based on unfavourable treatment or bias. We will strive to make all roles inclusive to all people, so far as the needs and demands of the role permits.

All conditions of employment will apply irrespective of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Performance appraisal and consideration for promotion will be merit based and objectively centred on demonstrable ability, talent, qualification and experience.

We believe that the workplace should be a safe, harmonious and enjoyable environment. Any form of harassment, bullying, intimidation or other forms of behaviour will not be tolerated and will be dealt with at the most serious level appropriate to the situation, in accordance with our Disciplinary Policy.

Colleagues will be told how they can raise concerns or make complaints, in accordance with our Grievance Policy. Formal investigations will be held and will be handled confidentially and sensitively.

### Principles

The protected characteristics form the basis of identifying instances of discrimination.

That said harassment and discrimination may be for any reason and may be direct or indirect. All incidents will be considered as equally serious.

### Awareness

We will engage our colleagues through internal communications, training, policies and procedures. The People Team are always available to consult with colleagues should they feel uncertain about a situation or any potential instances.

This statement covers 1 August 2023 to 31 July 2024 and has been approved at a meeting of the board of directors.

[Signature]

A handwritten signature in black ink, appearing to read 'W. Tate'.

[Date] 1/8/2023