

## Equal Opportunities Policy

We are committed to creating a positive and inclusive working environment to maximise the potential of all staff, providing equal opportunities in all aspect of employment and avoiding any discrimination at work.

We will not tolerate discrimination (direct or indirect), harassment, intimidation, bullying or victimisation of employees or any other third parties who work with us or on our behalf.

We will always strive to create an open and honest culture where the differences of others are respected and valued.

We will always be aware of the impact of our behaviour and thinking on people from the protected characteristic groups below (Equality Act 2010):

- Age
- Disability
- Gender / Sex / Gender Reassignment
- Race
- Religious belief
- Sexual orientation
- Pregnancy & maternity
- Marriage & civil partnership

A handwritten signature in black ink, appearing to read "Athole McDonald".

Athole McDonald  
Group Director  
2nd May 2023