



EQUALITY, DIVERSITY AND INCLUSION POLICY

Mill Pool Group Limited is an Equal Opportunities Employer and abides by the Equalities Act 2010. We are committed to equality of opportunity in all its employment practices, policies and procedures. In real terms, this means that no employee or potential employee will receive less favourable treatment due to their gender, marital status, race, disability, political and religious beliefs, age or sexuality.

Mill Pool Group Limited will employ practices and procedures within the bounds of current legislation. However, our ultimate aim is to go beyond compliance and adopt a pro-active approach to ensure that we treat all employees and potential employees fairly.

All appointments to Mill Pool Group Limited and promotions will be on the basis of merit and ability. We are committed to ensuring that the effectiveness of the Policy is carried out, and to ensure this, the overall responsibility and monitoring is undertaken by the Chief Executive. Responsibilities also lie with all persons involved in recruitment, selection, promotion and transfer of our employees.

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We are committed to employing a workforce as diverse as the communities we serve.

We value difference within the workplace and consider both visible and non-visible differences to be essential in developing an innovative, creative working environment. We also recognise that a diverse workforce is vital to serving diverse customers and diverse public.

We are building a community that through its leadership, recruitment and work, is free from discrimination and secure and confident in its diversity. Mill Pool Group Limited is committed to ensuring that every individual who belongs to our community is valued, supported and respected. We welcome and celebrate the unique talent and experience of each individual employee.

A handwritten signature in black ink, appearing to read "PJ McGowan", is positioned above the printed name and title.

PJ McGowan
Director