

DIVERSITY AND INCLUSION POLICY

Morgan Rae aims to be a diverse and inclusive organisation.

As a company we are committed to providing opportunities and a healthy working environment for everyone who works for, and with us. We believe that by developing a workforce that reflects the diversity of our clients and the communities in which we operate this will help us to deliver a better service.

Our commitment to diversity underpins all of our HR policies and practices, as well as all of our dealings with customers, suppliers and stakeholders. This means that we will not discriminate directly or indirectly against any person because of age, gender identity, marital status, pregnancy, race, ethnic origin, sexual orientation, disability (both physical and mental), religion or belief, working patterns, caring responsibilities or trade union membership.

Our objectives are:

- To encourage people from diverse backgrounds to join our team.
- To maintain a working environment where direct or indirect discrimination, bullying and harassment are not tolerated and to support this with a well-defined grievance process.
- To raise awareness of diversity and inclusion amongst all of our people so that they can recognise and take an active role against all forms of direct and indirect discrimination and harassment.
- To ensure that remuneration, benefits, terms and conditions and recruitment and promotion procedures do not discriminate against any group, directly or indirectly.
- To help and assist all of our employees to reach their full potential through training and other opportunities.
- To benchmark our policies and procedures against current 'best practice'.
- To maintain a strong commitment to diversity and inclusion, and ensure that this is present at all levels i.e. with our subcontractors, supply chain, staff and applicants.
- To ensure that all policies and procedures are at the forefront of best practice.
- To effectively measure and report on our progress on promoting diversity and inclusion.

Discrimination, bullying and harassment will not be tolerated. Breaches of the company's Diversity and Inclusion Policy and procedures, or any unfair treatment or unlawful discrimination will be dealt with under the company's disciplinary procedures and may lead to suspension or dismissal.

Signed:

Date: 03/07/2022



Luke Morgan
Director