



DIGBY WELLS ENVIRONMENTAL

Diversity And Inclusion

HRGP006

March 2024

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1. Policy Statement

Digby Wells recognises that harnessing the diversity and talent of our people will ultimately determine the success of our business.

We strive to create a workplace culture that celebrates diversity, equity and inclusion in all aspects of our business. We recognise that diversity not only enriches our company culture but also drives innovation, creativity and overall success.

We believe in treating all people with respect and dignity and are committed to creating and fostering a supportive environment where every individual feels valued, respected and empowered to contribute their unique perspectives and talents.

At Digby Wells, we are committed to:

- Attracting, developing and retaining a diverse and talented workforce to drive business growth and performance. We actively seek to recruit and develop a workforce that is truly representative of all sections of society and reflects the diversity of the communities and countries in which we operate.
- Embracing diversity, by valuing and respecting the unique backgrounds, experiences and identities of our employees, including diversity in race, gender identity, sex, sexual orientation, age, religion or belief, disability, marital or civil partner status, pregnancy, language, culture, ethnic or social origin and nationality. We believe that the array of perspectives that results from such diversity promotes innovation and business success.
- Cultivating an inclusive workplace where all employees feel safe, supported and encouraged to express themselves authentically and achieve their full potential, regardless of their differences. We promote open communication, collaboration and teamwork across all levels of our organisation.
- Promoting equality for all individuals both within our organisation and in the broader communities that we operate in. We are dedicated to taking proactive measures to address systemic barriers and promote fairness, justice and inclusivity for all.
- Upholding equity and fairness in all aspects of our business, including recruitment, promotion, compensation and access to opportunities. We are dedicated to creating equal opportunities that do not discriminate in the terms and conditions of employment, including pay equity for everyone. Our inclusive recruitment practices and policies aim to ensure fair and equitable opportunities for candidates.
- Identifying and eliminating biases and barriers that may hinder the advancement and success of underrepresented groups.
- Maintaining a workplace free of harassment, unlawful discrimination and intolerance.
- Upholding the values of human dignity, equality, social justice and freedom to achieve a non-racial and non-sexist society.

- Educating ourselves and our employees on issues related to diversity, equity and inclusion. We provide training, resources and opportunities for dialogue to foster understanding, empathy and respect.

Everyone at Digby Wells plays an active role in upholding these commitments by complying with our policies and procedures and reporting non-compliance. We hold ourselves accountable at every level.

We are committed to continuously evaluating and improving our efforts to promote diversity, equality and inclusion within our organisation and welcome feedback from our employees, stakeholders and clients. We regularly assess our policies, practices and outcomes to identify areas for improvement and ensure alignment with our core values and objectives.

By fostering a diverse and inclusive workplace, we believe that we can unlock the full potential of our employees, drive innovation, and create a more equitable and prosperous future for all.