

CATERLEISURE GROUP

DIVERSITY, EQUALITY & INCLUSION POLICY STATEMENT

The Diversity, Equality & Inclusion Policy sets out the Company's approach to the diversity, equality, and inclusion of the workforce of Caterleisure. The Policy applies to all people employed directly by Caterleisure and those seeking employment through the recruitment process.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of the communities in which we operate. Each employee will be respected and valued and able to give their best as a result.

This Policy reinforces our commitment to providing equality, wellbeing, and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of particular characteristics. Characteristics may include but are not limited to: age, disability, marriage and civil partnership, pregnancy and maternity, ethnicity, race, colour, native or indigenous identity/origin, religion or belief, gender, sex, sexual orientation, gender identity and expression, gender reassignment, political opinion, nationality, national origin, veteran status, education or socio-economic background/caste.

We are opposed to all forms of unlawful and unfair discrimination. We recognise that the different regions in which Caterleisure operates have unique challenges in achieving workplace diversity and we respect local anti-discrimination legislation. However, all employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

When Caterleisure selects candidates for employment, promotion, transfer, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given support and encouragement to develop their full potential and utilise their unique talents so that the skills and resources of our organisation will be fully employed.

We will seek to maximise the efficiency of our workforce by delivering our Commitments:

We treat each other fairly and with respect:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To require employees to treat everyone with courtesy and respect.
- To create a working environment that promotes dignity and respect for every employee.
- To celebrate individuality and appreciate everyone's contribution.

We have opportunities to develop and progress:

- Through planned and structured training at all levels, Caterleisure shall support and encourage everyone to build their skills and fulfil their potential.
- To regularly review all our employment practices and procedures so that fairness is always maintained.

We work as part of a positive and caring team:

- To promote equality in the workplace, which Caterleisure believes is good management practice and makes sound business sense.
- Not to tolerate any form of intimidation, bullying, or harassment, and to discipline those who breach this Policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can investigate and apply corrective measures, and to provide the means of raising any concerns in confidence and without fear of retaliation.

Our Policy will be monitored and reviewed annually to ensure that diversity, equality and inclusion are continually promoted in the workplace.



Signature

Position Joint Managing Director

Date 23rd January 2024

The policy will be reviewed on a periodic basis.