

## **DIVERSITY POLICY**

This Diversity Policy and Procedures document supersedes all other policies relating to diversity at work. This document is applicable to all employees of Prescient Healthcare Group Companies.

This policy is in accordance with our Company Values. The Company is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation.

The Company will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

All employees are responsible for the promotion and advancements of this policy. Behavior, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the company's disciplinary policy.

The policy is applicable to all employees, clients, communities, suppliers and contractors, whether permanent or temporary. The policy applies to all processes relating to employment and training and to any dealings with customers and clients. Decisions relating to customers will be based on business-related criteria only and any irrelevant information will not form part of the process.

The policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements.

## **Procedure wording**

The publication of a diversity policy enables the company to send out a strong message of commitment, both internally and externally. All employees will undertake diversity training throughout their first year with the company.

<b>Version</b>	<b>Date</b>	<b>Comment</b>	<b>Owner</b>
2.0	2019-01	Deletion of UK HR reporting	Mackie Adoniadis, Victoria Muir
2.1	2019-07	Reviewed and updated for changes relating to new job titles	Victoria Muir
2.2	2022-10	Updated to apply to all PHG Companies and to be in accordance with our values	Jessica Gill