

## **Equal Opportunities and Diversity Policy**

The Ogilvie Group realises that the success of a business depends on its people.

By drawing on what is unique about individuals and their different perspectives, knowledge and skills, we will add value to the way we do business.

By recruiting and developing from the widest possible pool of talent we can gain an insight into differing markets which will allow us to generate greater creativity in anticipating our customers' needs. The Ogilvie Group will constantly strive to create a productive environment, representing and responding to different cultures and groups, where everyone has an equal chance to succeed.

The Ogilvie Group has a responsibility to support this vision and must continue to challenge attitudes and behaviours that prevent us from achieving this. Using fair, objective and inventive employment practices, our aim is to ensure that:

- All current and potential employees are treated fairly and respectfully at all stages throughout their employment.
- All employees have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on pregnancy, race disability, age, sex, marital status, trans-gender status, civil partnership status, sexuality, political or religious beliefs.
- All Ogilvie Group employees have an equal opportunity to contribute and to achieve their potential, irrespective of any significant feature that may give rise to unfair discrimination.

### **Gender**

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organization through:

- Challenging gender stereotypes
- Supporting employees in achieving a work life balance
- Supporting pregnant women throughout their pregnancy and assisting their return to work after maternity leave.

### **Transgender**

People who have undergone, plan to undergo or are undergoing gender re-assignment are protected against all forms of discrimination and harassment. The Ogilvie Group will take positive steps to support a trans-gender person and ensure they are treated fairly and with dignity and respect.

### **Marital Status**

People are treated fairly and equally in the workplace irrespective of their marital, civil partnership or family status.

### **Race**

Racial and cultural diversity is represented at all levels of the organization by:

- Challenging racial stereotypes
- Respecting, understanding and valuing different racial and cultural backgrounds and perspectives

### **Disability**

The abilities of disabled people are recognized and valued at all levels of the Ogilvie Group through:

- Focusing on what a person can do rather than on what they cannot
- Challenging stereotypes about people with disabilities
- Making appropriate adjustments where necessary to the workplace to assist people with disabilities to achieve their full career potential.

### **Age**

Age diversity within the workforce is promoted and valued through:

- Challenging age stereotypes
- Recognising the benefits of a mixed age workforce.

### **Religious Beliefs and Political Opinion**

People are treated fairly in the workplace irrespective of their religious beliefs and practices or political opinions, by recognizing their freedom to hold those beliefs and their rights to protection from intolerance and persecution.

### **HIV & Aids**

Discrimination against any present or potential employee on grounds that he or she has, or is thought to have, HIV and/or AIDS is unacceptable and confidentially will be respected with regard to the wishes of the person suffering from HIV or AIDS.

### **Sexuality**

People are treated fairly in the workplace irrespective of their sexuality through:

- Respecting different lifestyles
- Challenging negative stereotypical views.