



GROUP DIVERSITY POLICY

1.0 Policy Statement

The group is committed to creating a working culture that respects, celebrates and harnesses differences to the benefit of customers, employees, business partners and the wider communities within which we operate.

The principle of equal opportunities for everyone in employment is an important part of this working culture.

The standards set by the group will enable our business to benefit fully from the competitive advantage that comes from business teams that include people with different backgrounds, experiences and perspectives.

2.0 Purpose

The purpose of the Group's Diversity Policy (the 'Policy') is to ensure that the group, its companies, subsidiaries and joint ventures are not only complying with legal requirements but are also making sustained progress towards the company's diversity vision:-

Diversity is about everyone. We believe in a working culture that respects, celebrates and harnesses difference to the benefit of customers, employees, business partners and the wider communities.

Our competitive advantage depends on business teams that include people with different backgrounds, experiences and perspectives, who feel valued for the positive contribution they can make to Deeley Group's success.

2.0 Scope

The policy will apply to the Group and all Companies across the group including Deeley Construction, Deeley Properties and Deeley Homes.

3.0 Underlying philosophy

The group believes that the recognition of individual ability and merit, the absence of discrimination and the promotion of positive attitudes towards diversity will result in the most productive deployment of skills, expertise and competence across the group.

The group also believes that increased diversity and valuing of difference will help the Deeley Group become more progressive and innovative.

The group recognises and accepts its legal obligations to have suitable equality employment policies and practices in place.

4.0 Corporate equality objectives

To have in place processes and practices which facilitate individual progression and opportunity based on employees' ability and contribution, and which are free from discrimination and meet legal obligations.

To establish an inclusive culture in which employees, potential employees, customers and business partners are treated with dignity and respect.

We aim to establish clear procedures and a set of annual goals for the group.

5.0 Corporate principles and practice

The group will ensure access to employment, training and promotion is:-

- Free from discrimination on the grounds of sex, sexual orientation, marital status, creed, colour, race, religion, age, ethnic origin, nationality or disability.
- Based solely on the objective assessment of ability and other relevant job related criteria.
- In the case of training and career development, based on assessed need.

5.1 Any allegation of discrimination will be treated seriously and investigated fully, any case of discrimination will be dealt with in accordance with the disciplinary procedures.

Group standards will be established and monitored to ensure the objectivity of employment related decisions. Those involved in these decision making processes shall be trained to ensure decisions are taken based on objective criteria and can be justified. The main areas where such processes shall be established are:-

- Recruitment and selection;
- Career planning, promotion and transfer;
- Training and personal development;
- Performance management; and
- Redundancy.

5.2 Companies will identify the needs of its customers and strive to:-

- Provide innovative products and services that fully meet their diverse needs;
- Develop marketing materials that reflect this diversity;
- Ensure that all customers receive excellent customer service; and
- Treat customers fairly in all dealings with them.

5.3 Similarly, companies will ensure that their business partners understand and are committed to this Policy.

6.0 Responsibilities

Senior managers in the group will demonstrate their personal commitment to this Policy by raising their own levels of awareness, challenging inappropriate behaviours and championing appropriate policies and practices.

This policy is the responsibility of the Group Board and individual directors will be nominated and will be responsible for reporting performance against the Policy.

6.1 The directors will nominate appropriate managers and staff to identify barriers and opportunities in relation to the Policy and to develop appropriate strategies and plans to address these.

6.2 It is the responsibility of all employees to behave in a manner which reflects the inclusive culture that the Deeley Group is seeking to achieve.

Peter Hartill



Chairman

Date: 1st January 2019

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