

EQUALITY, DIVERSITY, AND INCLUSION POLICY STATEMENT

IM Group recognises that being a more diverse and inclusive business is a key component for continued success. Our values set our culture and we are committed to ensuring everyone is treated fairly and respecting the diverse range of views, experience, and contributions that our employees, supply chain and partners bring.

This statement summarises our policy concerning our commitments to provide equality of opportunity in all our employment practices and to oppose all forms of unlawful discrimination including those based on protected characteristics (race, religion or belief, disability, sex, gender re-assignment, age, sexual orientation, pregnancy and maternity, marital or civil partnership status).

We will:

- Ensure our recruitment practices provide opportunity for all irrespective of gender, race, ethnic origin, disability, age, sexuality, religious belief, marital status, background, or social class.
- Promote equality, diversity, and inclusion at every stage of our employees' journey whilst working for us.
- Treat all employees fairly, equally and with respect.
- Encourage everyone to be respectful of each other's views and opinions.
- Provide relevant training and awareness for employees to ensure we value diversity and reduce inequality and the application of this within our businesses.
- Encourage a culture where employees can challenge behaviours without fear of recrimination.
- Challenge barriers which may prevent us from creating an inclusive environment.
- Not tolerate bullying, harassment or discrimination in any form and take appropriate action.
- Monitor and review diversity and inclusion across our businesses on a regular basis.
- Encourage our supply chain, partners, and wider stakeholders to actively support us in building a diverse and inclusive working environment.

This policy applies to IM Group and its subsidiary businesses, employees, supply chain, visitors, partners, and wider stakeholders. It meets with legislation including the Equality Act 2010 and best practice, is publicly available and supported by guidance, training and awareness.

Signed

A handwritten signature in black ink, appearing to read 'Gary Hutton', written over a horizontal line.

Gary Hutton

Executive Director

May 2021