

EQUALITY, DIVERSITY, AND INCLUSION POLICY STATEMENT

IM Group (“IMG (UK) Holdings Limited” and its subsidiary entities) 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 opportunity in all our employment practices and to oppose all forms of unlawful discrimination including those based on protected characteristics.

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.
- Review and update employment practices and procedures when necessary to ensure fairness and take account of changes in the law.
- 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.
- Encourage a culture where employees can challenge behaviours without fear of reprimand.
- Challenge barriers which may prevent us from creating an inclusive environment.
- Not tolerate and create an environment free of bullying, harassment, victimisation or discrimination in any form and take appropriate action.
- Review diversity and inclusion across our businesses on a regular basis.

This policy applies to IM Group (“IMG (UK) Holdings Limited”) and its subsidiary businesses, employees, supply chain, visitors, partners, and wider stakeholders. It meets with legislation including the Equality Act 2010.

Signed

A handwritten signature in black ink, appearing to read "Gary Hutton".

Gary Hutton
Executive Director
July 2024