

## Equality and Diversity Policy

(It is Mandatory to display this policy on all notice boards)

### Policy Statement

Stobart Group ("the Company") is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Company and to encourage full contribution from its diverse community. The Company is committed to actively opposing all forms of discrimination.

The Company is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or within our supply chains.

The Company also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by the Company. The Company believes that all employees and clients are entitled to be treated with respect and dignity.

### Objectives of this Policy

- To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010
- To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity

### The Extent of the Policy

- The Company seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employees. The Company offers goods and services in a way that complies with the spirit of this Policy. All employees, contractors, subcontractors, consultants, agents and agencies of the company are required to comply with the policy
- This Policy does not form a part of any employment contract with any employee and its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Company
- The Company reserves the right to amend and update this Policy at any time

**Date: February 2017**

Signed:.....  ..... **Andrew Tinkler (Chief Executive Officer)**