

**URBAN&CIVIC PLC**  
(the “Company” or “U&C”)

**DIVERSITY POLICY**

**Through its Diversity Policy, the Board and senior management of Urban&Civic plc undertake to be an inclusive employer and to actively encourage the recruitment, development and retention of a diverse workforce and to eliminate discrimination.**

Employees also have personal responsibility for the application of this Policy, ensuring that it is properly observed and fully complied with and all employees must work to further our diversity objectives.

The Company is committed to the objectives of this policy, which are to:

1. Achieve a working environment which provides equality of opportunity and which will not tolerate discrimination on the grounds of gender, gender identity or reassignment, marital or civil partnership, pregnancy or maternity, sexual orientation, race, disability, age, religion or beliefs. Discrimination on the basis of political beliefs, social background or work pattern is also unjustifiable and will not be tolerated;
2. Ensure that recruitment, promotion, training and development, remuneration, career planning and progression, terms and conditions of employment, redundancy, redeployment and dismissals are determined on the basis of aptitude, capability, qualifications, experience, required skills and productivity;
3. Build a culture where difference is valued and where all forms of diversity are considered beneficial to the Company;
4. Promote further diversity in the workplace by encouraging recruitment from groups currently under-represented including the recruitment of women and people from diverse backgrounds;
5. Ensure that training, development and progression opportunities are available to all employees. In reviewing succession planning of senior management we will actively encourage the development potential of senior executive women;
6. Advance equal opportunities to diversify our workplace and to develop our employees and provide equality and fairness for all in our employment;
7. Oppose all forms of unlawful and unfair discrimination;
8. Provide a working environment that is free from harassment, victimisation and bullying and which:
  - Enforces a zero tolerance policy on homophobia, sexism, ageism and any other form of discrimination; and
  - Ensures that our principle offices are accessible with appropriate equipment to allow employees with disabilities to play a full role in the workplace.

Allegations regarding potential breaches of this Policy will be treated in confidence and investigated in accordance with the appropriate procedure. A person found to have breached this policy may be subject to disciplinary action under U&C’s Disciplinary Policy

This policy is fully supported by the Board and will be reviewed annually.

Approved by the Board on 10 July 2019.

Date last reviewed by the Board: 9 July 2020