

URBAN&CIVIC PLC
("the Company")

DIVERSITY POLICY

Through its diversity policy, the Board and senior management undertake to encourage the recruitment, development and retention of a diverse workforce and to eliminate discrimination.

Urban&Civic plc is committed to:

1. Achieving a working environment which provides equality of opportunity and which will not tolerate discrimination on the grounds of gender, gender identity, marital or civil partnership, pregnancy or maternity, sexual orientation, race, disability, nationality, age, political beliefs, religion or beliefs;
2. Ensuring that recruitment, promotion, training and development, remuneration, career 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. Promoting diversity in the workplace by encouraging recruitment from groups currently under-represented including the recruitment of women and people from diverse backgrounds;
4. Ensuring that training, development and progression opportunities are available to all staff. In reviewing succession planning of senior management we will actively encourage the development of potential senior executive women;
5. Advancing equal opportunities to diversify our workplace and to develop our staff and providing equality and fairness for all in our employment;
6. Opposing all forms of unlawful and unfair discrimination;
7. Providing a working environment that is free from harassment, intimidation, bullying and unlawful discrimination, including:
 - Enforcing a zero tolerance policy on homophobia, sexism, ageism and any other form of discrimination; and
 - Ensuring that all our offices are fully accessible with appropriate equipment to allow employees with disabilities to play a full role in the workplace.

We expect all our employees to act in accordance with these statements and to work to further our diversity objectives.

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

Approved by the Board on 23 September 2015



CHAIRMAN