

## Equality, Diversity and Inclusion Statement

Europa Worldwide Group is committed to creating and sustaining a positive and inclusive working environment for all of our employees. Our aim is to ensure that employees are equally valued and respected and that our organisation is representative of all members of society. We define diversity as valuing everyone as an individual. This is reflected within our values and behaviours and our leadership habits that:

- We build positive teams with family spirit
- We act reasonable and we insist that we are treated reasonably
- We seek to create an inspiring good humoured and driven work environment

### *Committed to equality, diversity and inclusion*

We believe that everyone should embrace and value the diversity of ideas and ways of working that people from different backgrounds, experiences and identities bring to our family. It helps our employees to grow and learn, enables them to realise their potential, improves decision-making, increases engagement and invention, and enables us to better meet the needs of our diverse internal and external customer base.

To this end, we have made the following commitments:

- To create an environment in which individual differences and the efforts of all team members are recognised and valued.
- To not accept any form of undesirable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation in any area of employment or in the provision of our services to our customers.
- To provide guidance and training to colleagues on diversity, inclusion and equality of opportunity from day one.
- To encourage anyone who feels they have been subject to or witnessed discrimination to raise their concerns with their manager, or their Human Resource Business Partner.
- To make every person aware of their personal responsibility for executing and advocating equal opportunities in their day-to-day dealings with people and encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices, policies, and procedures to ensure compliance with the requirements of this statement.
- To monitor the effectiveness of our commitment to diversity and inclusion and the supporting policies and procedures and share throughout the Group at least annually.

We require all of our colleagues to recognise these commitments and act in accordance with them. In addition, we will comply with all relevant legislation and good practice. No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### *Dealing with discrimination*

Unacceptable behaviour, harassment, discrimination, bullying (including cyber bullying) or victimisation of any individual is viewed as contradictory to our values and will not be accepted. Any allegations of such behaviour will be investigated, and managed using Europa Group policies, in accordance with the Dignity and Respect at Work Policy and Procedure.

### *Responsibility*

Our Board of Directors have overall management responsibility, delegated to all managers throughout the organisation.

All employees have a duty to support and uphold the principles of our commitment to equality, diversity and inclusion and its supporting policies and procedures.

Responsibility for the review of this statement lies with the Head of Human Resources. This statement will be reviewed regularly and if necessary, revised in the light of legislative or organisational changes. It will be made available to the public through the Europa Worldwide Group website and other means.