



DIVERSITY POLICY

GHPC Group Ltd is committed to ensuring that all business operations and recruitment policies are underpinned by a comprehensive and sincere approach to diversity.

Our commitment to diversity:

- **Value** Understanding and encouraging the benefits derived from having a broad range of employees from different cultural, social and personal backgrounds.
- **Workplace** Ensuring that employees have a safe and fair working environment in which they may operate without fear of discrimination or harassment.
- **Recruitment** Ensuring that we do not unlawfully discriminate on grounds of gender, sexual orientation, ethnic origin, disability, marital status or religious beliefs.
- **Development** Valuing the unique talents of our employees and nurturing & promoting these talents through training and development opportunities.
- **Balance** Respecting the balance employees must achieve between work and personal life.
- **Regional** Encouraging the employment of local workers in the areas in which we operate.
- **Respect** Providing effective official procedures for complaints, grievances and discrimination & harassment allegations.
- **Empowerment** Recognising the value of employees' input into business processes and encouraging their involvement in the planning and direction of work requirements.

The Directors of GHPC Group Ltd will monitor and review this policy on an annual basis.

A handwritten signature in black ink, appearing to read 'Paul D Davies'.

Paul D Davies
Managing Director