

EQ Group Equality, Diversity & Inclusion Policy

Policy Purpose

This policy will:

Establish control objectives that business areas are required to adhere to in order to meet Group **Equality, Diversity & Inclusion** requirements

Detail the risks associated with failure of adherence to Group Equality, Diversity & Inclusion requirements

Set out the **key documents** that relate to this policy.

Risk Description

Colleague Engagement: Risk of poor / lack of communication of HR requirements to all stakeholders (e.g. colleagues, HMRC) resulting in poor colleague experience, reputational damage, attrition, recruitment challenges and legal sanctions, as a result of:

- Inconsistent or inappropriate HR and payroll practices
- Inadequate processes around anti-discrimination, harassment, diversity etc.
- Inadequate processes, measurement and feedback mechanisms in respect of colleague experience
- Further loss of colleague morale and engagement
- Poor or inconsistently applied disciplinary and dismissal procedures
- Unsupportive organisational culture
- Inadequate training and support.

Policy Scope

GROUP WIDE: The scope of this policy is group wide and applies to all business areas.

Risk Appetite

		Annual Probability				
		1. Rare	2. Unlikely	3. Possible	4. Likely	5. Highly Likely
Impact	5. Severe	Medium	High	High	Very High	Very High
	4. Major	Medium	Medium	High	Very High	Very High
	3. Material	Low	Medium	High	High	High
	2. Moderate	Low	Medium	Medium	Medium	High
	1. Minor	Low	Low	Low	Medium	Medium

Control Objectives

*The control objectives reflect the minimum controls that **MUST** be established.*

GROUP PEOPLE SERVICES: will maintain an appropriate level of guidance to the business to enable them to engage with all stakeholders appropriately in respect of Equality, Diversity & Inclusion. ^{D&ICO1}

ALL BUSINESS AREAS: apply appropriate measures to ensure the fair treatment of all colleagues, as set out in the EQ Diversity & Inclusion handbook (and any related materials) adhere to applicable legislative and regulatory requirements, in all jurisdictions we operate within. ^{D&ICO2}

Associated Policies & Materials

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| • EQ Equality, Diversity & Inclusion Handbook | • EQ Recruitment Policy |
| • EQ Learning & Development Policy | • EQ Employment Screening & Vetting Policy |
| • EQ Grievance Policy | • EQ Standards of Behaviour Policy |
| • EQ Disciplinary Policy | • EQ Whistleblowing Policy |
| • EQ People Policy – Global Diversity & Inclusion Statement | • EQ Family Friendly Policy |
| • EQ Flexible Working Policy | |

For further information, please visit the [Diversity & Inclusion pages of Engage](#).