



## Diversity & Inclusion Policy

The Company supports the principal of equal opportunities in employment and opposes all forms of unlawful or unfair discrimination on the grounds of any of the protected characteristics as derived by the Equality Act 2010;

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Intu also recognises the need for diversity and inclusion in the enhancement of social mobility.

It is in the Company's best interest, and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise, and that our workforce reflects and represents the communities we serve.

The Company's management at all levels has the primary responsibility for providing equal opportunities. It is, however, the responsibility of all employees to ensure the successful application of the policy:

- By not discriminating in the course of employment against fellow employees or job applicants
- By not inducing or attempting to induce others to practice unlawful discrimination
- By bringing to the attention of management actual or suspected discriminatory acts or practices.

Any acts of unlawful discrimination will be investigated, and employees may be subject to disciplinary action, which could include summary dismissal.