Diversity, Equity, and Inclusion Policy

Purpose

H Foster is committed to fostering a diverse, equitable, and inclusive environment where every individual feels valued, respected, and supported, and eliminate unlawful discrimination.

We believe that our strength lies in our diversity, and we are dedicated to building a workforce that accurately reflects the diverse communities we serve. We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

Scope

The Company will provide fairness and respect for all in our employment, whether temporary, part-time or full-time.

In providing goods and/or services and/or facilities this will also apply to customers or the public.

We won't unlawfully discriminate and will protect persons from harassment and victimisation in relation to the Equality Act 2010 protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We will oppose all forms of unlawful discrimination in regard to:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working

- Selection for employment, promotion, training or other developmental opportunities.

Commitments

- Diversity

We are committed to promoting diversity in all its forms by ensuring that all individuals, regardless of their race, colour, religion, sex, national origin, age, physical or mental disability, sexual orientation, or gender identity, have equal opportunities within our organisation.

- Equity

We are dedicated to creating a fair and just workplace where everyone has equal access to opportunities and resources. We will work to identify and eliminate barriers that may prevent the full participation of any personnel. We will also strive to ensure that our policies, practices, and procedures are designed to promote fairness, justice, and equal opportunities.

- Inclusion

Inclusion is at the heart of our diversity and equity efforts. We strive to create an environment where everyone feels valued, heard, and accepted. We encourage different perspectives and ideas, and we believe that everyone's unique experiences contribute to our shared success.

- Compliance

Diversity, equity and inclusion will have a place in the training, development and promotion of staff. This includes:

    - Training and development for employees and managers, for example, so staff have access to opportunities without prejudice because of a protected characteristic.
    - New staff inductions, for example, so everyone gets on board straight away with the equality, diversity and inclusion policy.
    - Performance review processes and promotions, for example, so there are no questions about whether or not an employee fits in because of their protected characteristic.

- Recruitment, Promotion and Training

Recruitment, promotion and training decisions will be based on skills, experience and suitability for the role. We will ensure that all employees have equal access to opportunities without discrimination or prejudice.

- Employee Concerns

Employees are encouraged to raise any concerns about discrimination, harassment, victimisation or unfair treatment. All concerns will be taken seriously and dealt with appropriately in line with our company procedures.

Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and to prevent and take seriously any complaints of bullying, harassment, victimisation and

unlawful discrimination.

All workers should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Monitoring

We will monitor the makeup of the workforce regarding information relating to the protected characteristics and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Focus Areas	KPI/Target
DEI Training	100% of Employees to complete DEI training annually
Gender Representation	Maintain at least 40% representation of each gender across our workforce, where practical

- Document Control

This policy will be periodically reviewed to align with emerging best practice. Any amendment to it and the date when the change will come into effect will be advised to employees under the usual mechanism for company policy updates.

Simon & Tom Eggar
Managing Directors, H Foster 1875 Ltd
Date: September 2026