

Morvern Group Limited

Equality, Diversity, and Inclusion Policy

1. Purpose

Morvern Group Limited is committed to fostering an inclusive and supportive environment where everyone is treated with dignity and respect. This Equality, Diversity, and Inclusion (EDI) Policy outlines our dedication to promoting equality and preventing discrimination in all aspects of our business operations. The purpose of this policy is to:

- Promote equality, diversity, and inclusion within the workplace.
- Ensure compliance with relevant legislation, including the Equality Act 2010.
- Provide a framework for implementing and monitoring EDI initiatives and practices.

2. Scope

This policy applies to all employees, officers, directors, contractors, suppliers, and other stakeholders associated with Morvern Group Limited. It covers all aspects of employment, including recruitment, training, promotion, and termination.

3. Policy Statement

Morvern Group Limited is committed to:

- Creating a diverse and inclusive workplace where individual differences and contributions are valued and respected.
- Ensuring that all employees and job applicants are given equal opportunities regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Promoting a culture of inclusion, where discrimination, harassment, and victimisation are not tolerated.

The scope of the policy applies to all aspects of employment with the Company including recruitment, training, promotion, conduct at work, disciplinary and grievances, termination and terms and conditions of employment.

4. Definitions

- **Equality:** Ensuring that everyone has an equal opportunity and is not treated differently or discriminated against because of their characteristics.
- **Diversity:** Recognising, valuing, and respecting the differences between individuals.
- **Inclusion:** Creating an environment where everyone feels valued, respected, and able to contribute to their full potential.

5. Key Principles

- **Respect and Dignity:** Treat all individuals with respect and dignity. Promote a culture where everyone feels valued and respected.
- **Equal Opportunities:** Ensure equal access to opportunities and resources for all employees, removing barriers to participation and progression.
- **Zero Tolerance:** Adopt a zero-tolerance approach to discrimination, harassment, and victimization.
- **Inclusive Practices:** Promote inclusive practices and behaviours in all aspects of our business.

6. Reporting

Employees should report concerns to their immediate supervisor or manager. If this is not possible or appropriate, concerns can be reported to the Compliance Officer or through the designated whistleblowing channel (whistleblow@morvernngroup.com). The Company will ensure that all complaints are taken seriously, investigated promptly, and resolved fairly and confidentially. The Company will protect employees who raise concerns in good faith from retaliation or victimisation.

7. Responsibilities

- **Board of Directors:** Provide leadership and ensure that EDI principles are integrated into strategic decision-making processes.
- **Management:** Implement and enforce this policy, lead by example, and support employees in understanding and adhering to EDI principles.
- **Employees:** Treat colleagues with respect, contribute to an inclusive culture, and report any instances of discrimination, harassment, or victimisation.
- **Human Resources:** Ensure recruitment, training, and promotion practices are fair and inclusive. Provide training and support to employees on EDI issues.

8. Training and Communication

Morvern Group Limited will provide EDI training to all employees to raise awareness and understanding of diversity and inclusion issues. The policy will be communicated to all employees and made easily accessible.

9. Monitoring and Reporting

The Compliance Officer will regularly monitor and review the effectiveness of this policy and our EDI practices, collect and analyse diversity data to identify areas for improvement and track progress and report on EDI initiatives and progress to the Board of Directors and stakeholders.

10. Conclusion

Morvern Group Limited is dedicated to creating a diverse and inclusive workplace where all employees feel valued and respected. By adhering to this policy, we aim to promote equality, eliminate discrimination, and foster a culture of inclusion.

By order of the Board,
Jason Steen

Chairman of the Board
Morvern Group Limited