

## **Diversity and Equal Opportunities Policy Statement**

As a large international company we welcome the bringing together of people from a wide variety of backgrounds and experiences. SIG is therefore committed to developing a working culture that is fair and inclusive, enabling all employees to make their distinctive contributions to the benefit of the business. We are also determined to ensure that we extend this same openness to all our customers, suppliers, business partners and the communities in which we operate. Individuals throughout the Group are expected to help to create a positive working environment by supporting colleagues and treating others with respect, dignity and courtesy. We expect our managers to exercise leadership in this field by discouraging prejudice, and to lead by example through their own behaviour.

### **Equal Opportunities**

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependent on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibiting discrimination on the grounds of race, religion, belief, sex, sexual orientation, nationality, ethnic origin, disability, age, educational background, marital status and family or care responsibilities.

Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

### **Diversity**

We are committed to the development of a diverse workforce, as diversity not only benefits individuals by helping to create a positive working environment in which our employees can develop rewarding careers, but also enriches our pool of talent, bringing new ways of thinking and enabling us to understand better the needs of all of our customers and provide outstanding service. Diversity is also seen as an important part of the company's commitment to corporate responsibility, our impact on the local community and the environment.

### **Key aims**

Our key aims in embedding the group's principle of diversity are to:

- Promote and maintain an inclusive and supportive work environment, which affirms the rights of individuals to be treated fairly and with respect and enables them to fulfil their potential. We undertake to recruit, develop and retain the best staff by valuing the varied skills and experiences they bring to the business. We invest in staff development, treat staff fairly and equitably and encourage an honest and open culture which values the differences between us.
- Better reflect and understand the customers and the communities we serve in order to continue to deliver excellent service to our increasingly diverse customer base as the company grows and develops into new areas and markets.
- Develop policies and practices to direct and guide the way in which we conduct ourselves and carry out our activities both within the organisation and with our external contacts which make our values and expectations clear and deliver fairness and consistency of approach while at the same time valuing individuality.
- Make sure that managers and staff are aware of their rights and their responsibilities as employees of SIG in relation to diversity. It is the responsibility of all employees to sustain a culture and approach to our work that supports our principles of diversity and equal opportunities.
- Encourage managers, employees and our external contacts to value and proactively support diversity.
- Ensure that the principle of diversity underpins SIG's organisational values, supporting the group's key principle of focus, specialisation and service

The Group Chief Executive has lead responsibility for policy implementation within the Group and this policy is signed by the CEO to demonstrate the Board's commitment. A copy of this policy is also posted on the SIG plc web site [www.sigplc.com](http://www.sigplc.com).

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Group Chief Executive

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