

	<b>Diversity &amp; Equal Opportunities Policy</b>	DEP 01	Rev. 00
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### Diversity Policy

The Elliott Group is committed to developing the diverse skills and experiences of all. We respect our employees, clients and contractors without regard to their differences or similarities. Our actions and behaviours must demonstrate and confirm our respect for each other and each other's contributions.

The Elliott Group is committed to the goals of equal opportunity and affirmative action in employment. It aims to provide a work environment for staff that fosters fairness, equity, and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment and vilification as determined by current and future legislation.

To reinforce this commitment in our daily work all company activities, policies, practices and procedures are to be carried out in accordance with this policy. Each employee is personally responsible and accountable for ensuring that her/his actions and behaviours reflect this policy.

### Equal Opportunities

The Elliott Group considers all forms of discrimination to be unacceptable in the workplace. The Elliott Group is committed to providing equal opportunities throughout employment, including in the remuneration, recruitment, training and promotion of staff.

The Elliott Group is committed to ensuring that no employee receives less favourable treatment or is unlawfully discriminated against on grounds of disability, gender, sex, sexual orientation, marital status, race, colour, religious convictions, age, nationality or ethnic origin.

The Elliott Group is an equal opportunities employer. All appointments and promotions are made on the basis of performance and ability. We are committed to the continued development of the personal and business skills of our employees and you will be treated in a fair and unbiased way and given every encouragement to realise your potential.

All employees will be made aware of the provisions of this policy and all employees are required to ensure that the policy is carried out properly, in addition to being committed to equal opportunities internally within the workplace, the Elliott Group is committed to clients and contractors being treated equally.

Signed: Darragh Elliott  
Managing Director  
Elliott Group

Dated: 2 March 2021