

Equality, Diversity & Inclusion

At Northstone NI, we are committed to equality and diversity and strive to create a culture and working environment that is welcoming and inclusive in its interactions with employees, customers, visitors, suppliers, contractors, shareholders, investors and in the communities in which it operates. Every employee has the right to be treated with respect and dignity in the workplace and this includes protection against discrimination.

Our policy aims to ensure that no job applicant or employee is subject to unfair or unlawful treatment of any kind.

Our employees are required to demonstrate their commitment and support for our equality, diversity & policy in both their attitude and their work.

Definitions

Equality is about making sure everyone is treated fairly and given an equitable chance to access opportunities. It is not about treating everyone the same way as they may have different needs to achieve the same outcomes.

Diversity means recognising and valuing differences, treating people as individuals and placing positive value on the diversity they bring as a result of their personal characteristics or cultural background.

Inclusion enables a diverse range of people to work together effectively in an environment where everyone feels they are valued, that their contribution matters and they are able to perform to their potential, no matter their background, identity or circumstances.

It is against the law to discriminate against someone because of:

- Age
- Disability
- Transition
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion, belief or political opinion
- Sex
- Sexual orientation

These are called **Protected Characteristics**.

We will treat all applicants and employee's fairly and will not discriminate on any of the grounds listed above. Appointments will be made based on merit. Decisions regarding recruitment and selection, promotion, training, reward and benefits will be made fairly and objectively in the absence of any unlawful discrimination.

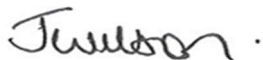
Guiding Principles

We want to be an open, inclusive and diverse organisation and these following principles guide our work

- Create a diverse workforce and inclusive workplaces
- Challenge prejudice, discrimination and harassment
- Understand the diverse needs of our employees
- Value the diversity and talents of all individuals
- Promote equality, diversity and inclusion for all our employees
- Everyone has a right to be treated with dignity, fairness and respect
- Support, develop and empower people to succeed
- Promote equality of opportunity in employment provision
- Deliver appropriate, accessible and flexible services
- Be understanding (empathetic) and not judgemental of others and aspects of their identity

Our commitment to equality, diversity and inclusion extends to those working on behalf of the Company, that they uphold the principles of this policy in all their dealing with our employees and stakeholders. Complying with relevant legislation we will implement the measures for monitoring perceived religious affiliation and gender of job applicants and employees.

All employees and management have a personal responsibility to accept their involvement in the practical application of this policy, and to meet the minimum standards of behaviour and conduct in relation to how you treat your colleagues and other people you have contact with as part of your work. Should you witness any acts of discrimination, bullying or harassment, or unlawful practices you should report it immediately to your line manager and co-operate fully the subsequent investigation of such allegations. Where an employee is found to be in breach of this policy, they will be subjected to our disciplinary procedures. This policy applies to all applicants and employees.



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