

Equality, Diversity and Inclusion Statement

This Statement sets out our organisation's commitment to equality, diversity and inclusion. It is included in the organisation's staff handbook, discussed at Induction and publicised on our organisation's website.

Thomas Armstrong Group adopts a zero-tolerance approach to discrimination on any of the protected grounds in the Equality Act 2010.

We are committed to providing equal opportunities to all current and prospective employees regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse workforce because, in our view, diversity enables better business outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for all staff. From application to interview, we place inclusion at the heart of all we do.

In particular, we strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join Thomas Armstrong's Group of Companies.

We will take positive steps to ensure that our employees, stakeholders, contractors and clients can enjoy an experience that is fair, equitable and free from discrimination in their dealings with us.

To help us achieve our goal of a diverse and inclusive workplace, we have implemented the following initiatives:

- Promote Equality, Diversity and Inclusion throughout the Group;
- Deliver Diversity and Inclusion Training (including unconscious bias training for Line Managers)
- Regular Discussion Forums/Groups

Human Resources Department

January 2021