



Tilhill

BSWGROUP member of binderholz ■

Equal Opportunities & Dignity at Work Policy

Equal Opportunities

Tilhill is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against customers. Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities. It is unlawful to discriminate directly or indirectly in recruitment or employment because of:

- Age;
- Disability;
- Sex;
- Gender reassignment;
- Pregnancy and maternity;
- Race (which includes colour, nationality and ethnic or national origins);
- Sexual orientation;
- Religion or belief; or
- Because someone is married or in a civil partnership.

These are known as 'protected characteristics'. Discrimination after employment may also be unlawful, e.g., refusing to give a reference for a reason related to one of the protected characteristics.

Employees must not discriminate against or harass a member of the public in the provision of services or goods. It is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, service providers have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service.

Tilhill will monitor the ethnic, gender and age composition of the existing workforce and of applicants for jobs (including promotion), and the number of people with disabilities within these groups and will consider and take any appropriate action to address any problems that may be identified as a result of the monitoring process.

Dignity at Work

Tilhill is committed to providing a working environment for all its employees that is comfortable and free from all forms of bullying and harassment. We adopt a zero-tolerance approach towards bullying and harassment and any employee who is found to have harassed or bullied a colleague will be subject to disciplinary action, up to and including summary dismissal. We recognise some harassment is unlawful discrimination and serious harassment may be a criminal offence.

Our policy covers bullying and harassment in the workplace, and in any work-related setting outside the workplace, of and by managers, employees, contractors, agency staff and anyone else engaged to work at for Tilhill, whether by direct contract with the Company or otherwise.

Tilhill actively promotes good practice in terms of eliminating discrimination through guidance to employees and contractors at recruitment, training and company communications including our Code of Conduct.

Harry Stevens
Managing Director
August 2023

The BSW Group Policy (Equal Opportunities and Dignity PO/G/HR/001) provides full arrangements and additional information in relation to this policy statement for ensuring our policy commitments are implemented. Our Code of Conduct which all employees are inducted into provides additional guidance for Tilhill employees.