

## Equality, Diversity and Inclusion Policy

### Background

This policy aims to ensure that Elior UK complies with the Equality Act 2010.

### Purpose

The Equality, Diversity and Inclusion Policy is in place as the foundation of Elior UK's commitment to provide equal opportunities in employment and to avoid unlawful discrimination in employment or to customers. Elior UK recognises the need to embrace and harness difference and diversity for long term growth and sustained business success and seek to manage any diversity issues which arise in a fair and sensitive manner.

### Scope

The Equality, Diversity and Inclusion Policy ensures all areas of Elior UK business are protected from Discrimination (Direct, Indirect), Harassment, Bullying and Victimisation. Elior UK, the HR Director, senior management, and all colleagues are responsible for adherence to the statutory duties passed by Government through Parliamentary Acts and EU Directives. The Equality Act 2010 has two main purposes – to harmonise discrimination law, and to strengthen the law to support progress on equality.

### Responsibilities

Elior UK is committed to giving a high profile lead on all Equality, Diversity and Inclusion issues, putting the policy and its strategies and procedures into practice, making sure that all colleagues know their responsibilities, providing support and training in carrying these out, and ensuring an environment which eliminates all forms of discrimination, bullying, harassment and victimisation.

Elior UK is committed to the fair treatment of its colleagues, potential employees or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background or any other protected characteristic.

Acts of discrimination, harassment, bullying or victimisation against colleagues or customers are disciplinary offences and will be dealt with under the Company's disciplinary procedure.

Elior UK cannot lawfully discriminate in the selection of colleagues for recruitment or promotion, but may use appropriate lawful methods, including lawful positive action, to address the under-representation of any group which Elior UK identifies as being under represented in particular types of job.

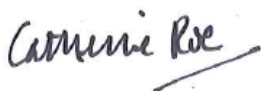
### Training

Elior UK provides training in diversity and equal opportunities to managers and others likely to be involved in recruitment or other circumstances where equal opportunities issues are likely to arise. Celebrate Equality training is provided, to all existing and new colleagues to help them understand their rights and responsibilities and what they can do to help create a working environment free of bullying and harassment. Elior UK also provides additional 'HR skills' training to managers to enable them to deal more effectively with complaints of discrimination, bullying, harassment or victimisation.

### Governance

This policy will be reviewed at least annually at Board Level. In particular, the Company will monitor the ethnic, gender and age demographic of the existing workforce, and the number of people with disabilities, and will review its policy in accordance with the results shown and will update the policy in accordance with any changes to the law.

Managed by our HR Director, our HR Department is made up of experienced professionals who work with colleagues and customers to ensure that Elior UK is fully compliant with legislation and manages any risk to its colleagues and customers at all times. In addition, Elior UK's consultant lawyers support this process by actively providing training, advice and "best practice" guidance.



**Catherine Roe**  
Chief Executive, Elior UK  
2 December 2019