

Equality Diversity & Inclusion Policy

CMC Partnership Global is committed to encouraging a supportive and inclusive workplace culture, eliminating discrimination, and promoting equality, diversity and inclusion, as both an employer, and as a service provider.

This policy applies to all individuals employed or contracted by CMC Partnership Global Ltd. and its subsidiary companies, including fixed-term employees, associates, suppliers, and temporary workers.

Equality

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unfair and unlawful discrimination and work in full compliance with the relevant employment, equality and diversity legislation and best practice guidance in each of the countries where we operate.

Diversity & Inclusion

Embracing diversity in the workplace means creating an environment in which the contributions of all staff are valued and supported. At CMC Partnership Global we value the differences in people, recognising that people come from a wide variety of backgrounds and can be different from one another in many ways. These can include personality, personal interests, and lifestyle choices as well as those highlighted in equality legislation such as race, religion, and sex.

We believe every employee should feel able to bring their whole self to work and feel comfortable sharing information about who they are, to the extent they choose to do so.

All CMC Global staff have the option to add their preferred pronouns to email signatures, LinkedIn and virtual meeting platform profiles if they wish to. This is an entirely personal choice and not a mandatory requirement.

CMC Partnership Global commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of discrimination, bullying or harassment and to discipline those that breach this policy.



- To ensure training, development and progression opportunities are available to all employees, and encourage all to develop to their full potential.
- To promote equality¹ in the workplace.
- To make employment-related decisions based on merit. This is likely to consist of a mix of objective and subjective measures.
- To comply with anti-discrimination legislation and follow best practice guidance in all the countries where we operate, including a healthy and pleasant working environment for all staff.
- To regularly review our employment practices and procedures, ensuring fairness is maintained at all times.

Raising a Complaint

If you believe that you are suffering or have suffered from any form of discrimination you can, if you wish, raise the matter informally with the person you believe responsible, or you may raise the matter via CMC's *Grievance Procedure*.

If you believe that you may have suffered from harassment, then you may also bring a grievance or raise the matter via CMC's *Anti-Bullying and Harassment Policy*.

Dealing with Inappropriate Behaviour

Breaches of this policy are likely to result in action being taken under CMC's *Disciplinary and Dismissal Procedure*, up to and including dismissal. You may also be personally liable for the payment of compensation if you unlawfully discriminate against someone.

Policy Review

This policy will be reviewed at least every two years or more frequently if needed and may be amended at any time.

Michael Campbell
Director
CMC Partnership Global Ltd
August 2021

¹ Equality generally refers to equal opportunities, but assumes everyone starts in the same place

