

Diversity, Equality and Inclusion (DE&I) Statement

At RoslinCT, we believe that the richness that diversity brings to our team enhances our workplace. Employing people from all sectors of our community allows us to tap into a diverse range of knowledge and individual experiences, and this sets us up as a forward-thinking and inclusive workplace.

We welcome applications for employment from all sections of society and we will not tolerate any form of discrimination through recruitment or during employment. We support the rights of all people and specifically those with the protected characteristics.

We do not discriminate against anyone because of age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, sex or sexual orientation. We will treat all people equally, with dignity, respect and fairness, because we believe it is the right thing to do in business, and because collaboration between different people with a wide variety of different backgrounds allows creativity to flourish.

Our managers are expected to act as role models and will ensure that we, as a business, treat colleagues in a non-discriminatory manner and all employees are expected to uphold RoslinCT's commitment to equality of opportunity. In addition:

- Ensuring a “an equal, diverse and inclusive environment” is integral to our People goals.
- Our policies and procedures are regularly reviewed to ensure there is no potential for discrimination, either direct or indirect, in relation to recruitment, employees and the workplace.
- All new staff members receive a DE&I Induction and all existing staff receive annual DE&I refresher training.
- We have a Global DE&I committee which meets regularly to continuously improve our workplace from an DE&I perspective.
- Where we record personal data, we will monitor and analyse data and use findings to review our policies and practices. Data will be processed in accordance with the GDPR Regulations.
- All material published by the business will be free from discriminatory language and will comply with equality legislation.

We welcome any questions or feedback about our practices at any time, which can be directed to our People & Culture department or enquiries@roslinct.com

Peter Coleman

CEO

