

DIVERSITY & INCLUSION STATEMENT

At Peel L&P, we respect all of our people and the value you bring to our company. We want you to be your best at work and we're here to support you to do this.

Part of Our People Promise is to encourage a supportive and inclusive culture across the organisation by promoting diversity and eliminating discrimination in the workplace. We strive to be representative of the communities we serve and we want to make sure that new and existing team members have equal opportunities.

This statement reinforces our commitment to give everyone fairness and equality at work.

We promise that we will treat you fairly and with respect, no matter who you are, what you do for us, how often or where you work. When considering current and potential team members for employment, promotion, training, or any other benefit, it will be on the basis of your aptitude, performance and ability.

To help you realise your possibility, we will support and encourage you to develop your talent to ensure the skills we have within Peel L&P are recognised and used in the best possible way for both the business and you.

Our People Promise to you is to:

- Create an environment in which individual differences and the contributions of all team members are recognised and valued.
- Create a working environment that promotes dignity and respect for everyone.
- Not tolerate any form of intimidation, bullying, or harassment, and to take action against anyone in breach of this statement.
- Provide training, development, and progression opportunities to all team members based on performance and need.
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can take the appropriate action.
- Encourage our people to treat everyone with dignity and respect.
- Regularly review our employment practices and procedures so that fairness is maintained at all times.

We will also ensure all our people are aware of this promise and provided with training on diversity and inclusion. This statement also applies to how we expect all our people to treat external stakeholders at all times and will be available on our website.