

We strive to be an equal opportunities employer. In particular, we aim to ensure that all employees, potential employees and other individuals receive equal treatment (including access to employment, training and opportunity for promotion) regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

As a Group, we will not tolerate discrimination in any form. As part of this, we will not accept indirect discrimination (where a provision, criterion or practice which is not discriminatory on its face has, in practice, a discriminatory effect which is not justifiable), victimisation (where a person is subjected to a disadvantage for having complained about discrimination) or harassment on any grounds mentioned above.

Scope

Every senior executive, member of management and employee is instructed that:-

- There shall be no discrimination on account of age, colour, disability, ethnic or national origin, marital status, nationality, religion, race, sex or sexuality
- Each employee has a personal responsibility for the practical application of the Group's Equal Opportunities Policy which extends to the treatment of employees, customers, independent contractors and such other person or organisation with whom the Group is concerned
- Each employee involved in the recruitment, selection, promotion and training of employees has a special responsibility for the practical application of the Group's equal opportunities policy
- Breaches of this policy – or actions undermining it – will be considered serious disciplinary matters and may, in some cases, lead to dismissal
- In the case of any doubt or concern about the application of the policy in any particular instance, a member of staff or employee should consult either their line manager or the legal department

General

- The Group commits itself to the immediate investigation of any claim of discrimination on the grounds stated in the policy statement (as above) and, where such is found to be the case, a requirement that the practice cease forthwith
- If an employee feels that s/he has suffered discrimination then, if appropriate, s/he should approach the relevant individual(s) to discuss and try to resolve the matter informally. It is recognised though that this will not always be possible or advisable, in which case an employee is encouraged to raise the matter with their line manager or the legal department
- If any employee witnesses or observes an action which, in their opinion, breaches the terms of this policy, s/he is encouraged to raise the matter with their line manager or the legal department
- Wherever possible, efforts will be made to identify and remove unnecessary barriers to meet the needs of under-represented groups

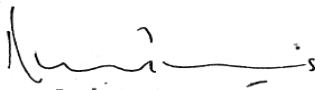
Recruitment and Selection

- Selection criteria will be kept under review to ensure consistency with this policy
- Wherever possible, more than one person will be involved in the selection interview and recruitment process. Each employee involved in selection should have received appropriate selection interviewing training, to include equal opportunities

Responsibility

- The co-operation of all employees is essential for the success of this policy. Overall responsibility for achieving its objectives and ensuring compliance with the policy, underlying legislation and related codes of practice lies with the Berkeley Group Holdings plc. Each member of staff though has a personal responsibility to behave and act in such a way to observe the spirit and/or the specific provisions of the legislation upon which the policy is based
- Each Managing Director is responsible for implementation of the policy in their own Division or Subsidiary Company. As part of this, every manager and individual as designated is responsible for implementing the policy within their section and ensuring that any problem is dealt with properly and fairly. Failure to do so will be considered a failure to carry out their function
- The Group is committed to a programme of action to make this policy fully effective
- A copy of this policy will be given, upon appointment, to all employees and displayed on notice boards. As required, it can be made available to external organisations and agencies

This policy does not form part of the contract of employment.



Signed:

R C Perrins, Chief Executive

January 2022