



FORTUNE HILL

FORTUNE HILL DIVERSITY & INCLUSION POLICY

Our Diversity & Inclusion approach aims to capture our commitment to diversity and inclusion, as well as outlining how we can all expect to be treated whilst at work.

We believe in a world where Fortunians have the freedom to explore and express themselves without judgment. Where they value themselves and feel proud of who they are.

We're committed to treating everyone equally and with dignity and respect; and ensuring all our team feel safe and free from all forms of discrimination, harassment, victimisation and/or bullying.

We believe everyone should have the confidence to be whoever they want to be; to always feel respected, valued and an important part of our Fortune Hill family. We want our world to be bursting with creativity and fresh ideas, and for our team to reflect the diverse customer base we partner with. Our vision is to create a collaborative and safe working environment to enable all Fortunians to perform to the best of their ability.

We want to support the development of all our Fortunians, and encourage everyone to reach their full potential. We promise to treat all Fortunians with respect. We also promise to select people for jobs, promotion, training or any other opportunity on the basis of aptitude and ability alone. We won't make assumptions about a person's ability to carry out their work, based for example on their ethnic origin; race; nationality; sexual orientation; gender; gender identity or expression; relationship status; religion or other philosophical beliefs; socio economic background; age; or disability.

We are absolutely committed to creating and supporting an environment where everyone feels safe raising concerns and any allegations of discrimination, harassment, victimisation and/or bullying are taken extremely seriously.

We aim to:

- Create an inclusive environment which respects all and promotes dignity, where individual differences are embraced and the contributions of all our people are recognised and valued
- Provide equal opportunities in all aspects of employment: from recruiting and developing, to our terms and conditions of employment
- Not make assumptions about someone's capability based on any of their personal characteristics
- Ensure that employment decisions are not based on any irrelevant or discriminatory reason
- Support an environment where Fortunians feel safe to raise concerns knowing these will be dealt with confidentially, where support and guidance can be easily accessed and where we can learn from each other and be confident we will all be treated with respect
- Reassure our team that we take a zero-tolerance stance on all forms of discrimination, harassment, victimisation and/or bullying



FORTUNE HILL

What do we mean by discrimination?

Any form of discrimination is considered unacceptable at Fortune Hill. Some definitions below.

Direct discrimination

Occurs when someone is treated less favourably or is put at a disadvantage on discriminatory grounds in relation to any of the protected characteristics listed above. This may occur even if it's unintentional.

Indirect discrimination

Occurs when an unjustified requirement or condition is applied equally to everyone but ends up having a disproportionate and unfair effect on one particular group. This may be the case even if on the face of it a condition or requirement appears to be neutral.

Disability discrimination

Occurs when an individual is unjustifiably disadvantaged in employment or recruitment for a reason connected with their disability unless the discrimination cannot be avoided by making a reasonable adjustment.

Sexual orientation and gender discrimination

Occurs when an individual is treated less favourably because of their actual or perceived sexual orientation, gender or gender identity or expression, or that of someone they're close to.

Age discrimination

Occurs when an individual is treated less favourably because of their age.

We believe unintentional discrimination is unacceptable and consider this to be as serious as any intended behaviour.

How do we make this happen at Fortune Hill?

We will consider everyone in everything we do. Here are some of the areas we particularly focus on to ensure we're treating everyone equally, respecting all and working in an inclusive way.

Talent / recruitment

Our talent and recruitment principles are all about getting the best person for the job. We'll always review candidates' applications in a fair and objective way without any bias. We do the same at our interviews and when we select candidates. Your personal circumstances aren't part of why we hire you either. We limit job descriptions and people specifications to the requirements necessary for the effective performance of the role.

Remuneration

We'll base all salary and remuneration packages on your experience as well as your ability to do your job.

Promotion

We'll make career progression decisions on the basis of merit, capability and behaviour.

Development & training

All our training and development is designed to be inclusive and to treat everyone equally and fairly.



FORTUNE HILL

Disability

We'll review the requirements of candidates and employees who have or have had a disability (as defined under the relevant legislation) to ensure that we can make reasonable adjustments, where possible, to enable them to work effectively with us. We recognise the importance of taking proactive measures to remove barriers from the working environment for disabled people.

If you have a disability or long-term health condition and require (or may require) an adjustment to your working arrangements, it's important that you tell your line manager know so that we can support you.

Making our approach work

Our policy provides the guidelines for how we treat each other – with respect and fairness. Understanding and supporting this policy is not only essential to providing a positive working environment for everyone but it's also critical to the success of our business