

EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

Ghella is an equal opportunity employer and strives to support an inclusive culture of collaboration where people can express their views freely within the context of our values. We believe a diverse workforce is key to attracting the best talents and to motivate and develop outstanding people, regardless of their characteristics. We recognise the benefits that a diverse workforce can bring in understanding the needs of a diverse client base and consider embracing differences to be conducive to creativity and innovation.

We strive to demonstrate our commitment to EDI principles in a number of areas:

- **Equal opportunities** - we are committed to be a fair, transparent and inclusive employer which bases all recruitment and employment decisions solely on merit, while introducing reasonable adjustments to enable all individuals to perform their duties and access the same professional opportunities. In particular, we strive to promote and improve female participation in our company and achieve gender equity.
- **Workplace behaviour** - we will not tolerate unlawful discrimination against an individual on grounds of age, disability, injury, ethnicity (including race, colour and nationality), gender or gender reassignment, religion or belief, sexual orientation, marriage and civil partnership, carers' responsibility, pregnancy and maternity.
We promote a culture of respect for EDI principles among our staff with the aid of specific training and we take discrimination very seriously, including disciplinary measures when inappropriate behaviours are reported. Our Appropriate Workplace Behaviour policy provides more details on this and our Whistleblowing policy describes our reporting procedures.
- **Inclusive workforce and supply chain** - Where possible, we aim to invest in local employment and to increase the use of local suppliers to ensure our workforce and our supply chain are reflective of the countries where we operate.

This policy is communicated to our employees as part of the mandatory induction process and it is available to all stakeholders via the company's website and the intranet.

It is reviewed annually during management system reviews to ensure it is consistent with the company's mission and vision.

*Giandomenico Ghella
Chairman, March 2019*

