

# Tirion

**Tirion Group Ltd**

## **Diversity Equality & Inclusion Policy**

**Group Policy 2023**

# Diversity Equality and Inclusion Policy

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## Scope

This policy covers Tirion's role as an employer and as a landlord that provides homes, delivers services and helps create sustainable communities. It extends proportionately to the activities of our stakeholders, partners, suppliers and contractors.

The policy provides a framework for ensuring our services and procedures avoid disadvantaging our employees and residents based on characteristics defined in the Equality Act 2010. As a new innovative and developing organisation, we also aim to create an environment where everyone can thrive, is valued and can contribute to the development of the company.

## Values

Tirion is committed to promoting equality, diversity and inclusion characterised by the company's key values established by its founding members.



## Statement

Tirion believes it is important to treat everyone fairly and with dignity and respect. We believe everyone matters and we positively promote equality, diversity and opportunity in all our areas of work and challenge behaviours that do not accord with our values.

Our aim is that our employees, residents and tenants, Board members and other stakeholders and partners feel valued and respected.

We believe that everyone has an individual role to play and that the business benefits from the unique contributions that different people can make.

We want to make sure that our services are accessible and fair to all our customers, collecting information about them to ensure we do what matters to them.

Any colleague, Board member, customer or partner who feels they have been unfairly treated should report the matter immediately in writing to their line manager or the Company Secretary.

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## Commitments

Tirion Group and its subsidiary companies commits:

- To create a working environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee and Board member.
- To promoting equality within the team which Tirion believes is good management practice and makes sound business sense.
- To not tolerate any form of intimidation, bullying, or harassment and to discipline those that breach this policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that we can apply corrective measures.
- To make opportunities for training, development, and progression available to all colleagues.
- To ensure decisions concerning recruitment and employee progression are based on aptitude and ability.
- To regularly review our employment practices and procedures to ensure fairness is maintained and update them and the policy to take account of changes in the law.

The Tirion Group CEO will inform all employees that an equality, diversity and inclusion policy is in operation and that they are obligated to comply with the requirements and promote fairness in the workplace. The policy will also be drawn to the attention of our partners, stakeholders, funders, customers, and job applicants.

Tirion's quality, diversity and inclusion policy is fully supported by the Executive Team and approved the Tirion Group Board as signed off by the Board Chair.

**Peter Mathias**  
**Chair**

For and on behalf of Tirion Group Limited