

Supplier Diversity and Inclusion Policy

Sale Group (inclusive of Sale Service & Maintenance Ltd, Sale Maintenance Ltd and Sale NuGen Ltd) aims to be a diverse and inclusive organisation.

We believe that developing a workforce that reflects the diversity of our customer base and the communities in which we operate helps our business. We are committed to providing opportunity and a respectful environment for everyone who works with us. Our commitment to diversity underpins all our human resources policies and practices and all our dealings with customers, suppliers and stakeholders.

This means that we will not discriminate directly or indirectly against any person because of age, gender identity, marital status, pregnancy, race, colour, ethnic origin, sexual orientation, disability (both physical and mental), religion or belief, working patterns, caring responsibilities, or trade union membership.

The Director of Personnel is responsible for the implementation of this policy including:

- Ensuring clear and measurable objectives and an implementation plan are in place
- Regularly reviewing the policy and monitoring the plan to ensure it continues to support our objectives
- Ensuring all of our people are aware of this policy

In addition, everyone in Sale Group has a personal responsibility to treat our customers, suppliers, the public and colleagues with understanding and respect.

Our objectives are:

- To encourage people from diverse backgrounds to join Sale Group
- To maintain a working environment where direct or indirect discrimination, bullying and harassment are not tolerated and to support this with a well defined grievance process
- To raise awareness of diversity and inclusion among all our people so that they can recognise and take an active role against all forms of direct and indirect discrimination and harassment
- To ensure that remuneration, benefits, terms and conditions and recruitment and promotion procedures do not discriminate against any group directly or indirectly
- To help all employees through training and other opportunities to develop to their full potential
- To develop greater understanding of our commitment to diversity and inclusion among our customers, suppliers, contractors, our people and applicants
- To ensure that all policies and procedures are at the forefront of best practice
- To effectively measure and report on our progress on promoting diversity and inclusion

Discrimination, bullying and harassment will not be tolerated. Breaches of the Sale Group Diversity and Inclusion Policy and procedures, or any unfair treatment or unlawful discrimination will be dealt with under the company's disciplinary procedures and could lead to dismissal.



Signed: Peter Sale
Director: Sale Service & Maintenance
Ltd/Sale NuGen Ltd

Date: 3rd January 2023



Signed: Collin Meaney
Director: Sale Maintenance Ltd