GROSVENOR

Grosvenor Group Policy: Equality, Diversity and Inclusion

Introduction

At Grosvenor we aim to build a diverse workforce, reflecting the communities in which we operate in order to ensure our business success. We will achieve this by attracting the best people from as wide a pool as possible and retaining them within an inclusive culture. This enables us to be diverse in our thinking and inclusive in our behaviour so that our people can express their views freely within the context of our values.

Equality is about promoting and fostering employees' right to be different, about being free from discrimination and valued as an individual. This is generally covered by national legislation.

Diversity[1] refers to all the ways we differ and at Grosvenor we are committed to creating an inclusive working environment where people feel comfortable and where the richness of talents, ideas, backgrounds and skills are appreciated and harnessed to create business value.

1.   Equality, Diversity and Inclusion

1.1   Grosvenor seeks to achieve higher standards than the minimum set out in legislation and all OpCos must actively develop a culture that supports diversity, inclusion and equality.

1.2   All OpCos must recognise and value the potential that all individuals bring to the workplace regardless of visible or invisible characteristics.

1.3   Every employee has the right to be treated with respect and dignity throughout their employment with the Company and not to be discriminated against. All OpCos must apply a zero tolerance attitude to bullying, harassment, victimisation or discrimination of any kind and this policy is supported by appropriate OpCo policies on harassment, discrimination and grievance.

1.4   All OpCos must embed E, D & I practices throughout the employee's life cycle, including:
- Recruitment, retention and onboarding. All OpCos should appoint the best candidate for any given role, selected from the widest practicable pool of candidates reflecting the diversity of the community in which they operate, but should not positively discriminate for appointments and promotions. All those involved in making recruitment and selection decisions should receive relevant E, D & I training.
- Performance management, personal development, talent management and succession. OpCos should monitor retention patterns to ensure that they do not inadvertently create unintended barriers at key points in people's careers.
- Reward and benefits.
- Disciplinary, performance improvement and redundancy procedures.

1.5   Leaders within all OpCos must strive to create an inclusive working environment where all employees feel comfortable to be themselves, in the knowledge that their diverse views and backgrounds are respected.

1.6   All new employees should attend on-line training on diversity, inclusion and unconscious bias within their induction programme and are to certify that they have read and understood this policy

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[1] Diversity includes visible differences such as age, disability, gender (including gender reassignment), race, skin-colour and physical appearance, as well as underlying, invisible differences such as thinking-styles, nationality, values, education, religion or belief, marital and civil partnership status, parental status, sexual orientation.

document. Individuals are responsible for co-operating with colleagues in the elimination of any discriminating practices that may be identified.

2. Data

2.1 To track progress and identify any issues, individual personal information should be collected, on a voluntary basis, from potential recruits and existing employees. To this end, Grosvenor will encourage all employees to complete the Equal Opportunities section under "My Information" on Workday.

2.2 This information will be held securely, in strictest confidence and processed in compliance with local legislation including GDPR in all the jurisdictions where Grosvenor operates. The data will only be used to illustrate and promote equality, diversity and inclusion and prevent unlawful discrimination.