



EQUALITY, DIVERSITY AND INCLUSION STATEMENT.

Orchard Healthcare Group is committed to promoting equality, diversity and inclusion, fostering a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work. One of our core Company values is 'Respect' in which *"we treat everyone with courtesy, valuing diversity and diverse perspectives, whilst maintaining appropriate boundaries"*.

We aim to be an inclusive organisation ensuring that our residents' backgrounds, beliefs and characteristics are represented in our workforce. Embracing the diverse backgrounds of our colleagues, we will actively promote selection, training, development and progression based on an individual's skill, ability and commitment, ensuring where possible that less favourable treatment based on protected characteristics does not occur.

In line with the Equality Act 2010, the Company will work to eliminate discrimination, harassment and victimisation (and any other inappropriate conduct), advance equality of opportunity and foster good relations. Relevant training and development is deployed to achieve these aims.

The Company will not tolerate the application of processes, policies, practices, attitudes and/or behaviour that amounts to unlawful discrimination, harassment, victimisation and/or bullying, and will progress any concerns of the same through the disciplinary process.

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