

This policy applies to all companies under Churchill Contract Services Group Holdings Ltd to include the following subsidiaries and trading names:

- Churchill Contract Services (CCS)
- Amulet (Churchill Security Solutions) (AMU)
- Churchill Environmental Services (CES)
- Chequers Contract Services Ltd (CHE)
- Chequers Electrical & Building Services Ltd (CEBS)
- JV Price Ltd (JVP)

## Policy Statement

Churchill Group Holdings believe in building a fully inclusive and supportive culture working with the best people and giving an opportunity to all. We see nothing but skills and talent when we look at our people and are committed to encouraging equity, diversity and inclusion among our workforce. The aim of this policy is for our workforce to be truly representative of all sections of society, enable each member of our workforce to bring their whole authentic self to work, and for each employee to feel respected, heard and more importantly valued to be able to give their best.

The diverse capabilities and perspectives that reside within our talented workforce enable us to better understand our customers, clients and the communities in which we serve. This enables us to make stronger connections, make better decisions and be more innovative, providing a higher quality service.

At Churchill, we strive to create and foster an empowering and understanding environment which supports the needs of our multigenerational diverse workforce enabling all individuals to flourish and realise their maximum potential within the company.

## We are committed to:

- Encouraging equity, diversity and inclusion in the workplace
- To creating an inclusive culture where everyone can be valued for who they are; and in which individual differences and contributions of all our employees are recognised and valued
- Seeking out and retaining the finest talent
- Making opportunities for training, development and progression available to all employees who will be helped and encouraged to develop to their full potential

## Recruitment

Churchill is committed to attracting and retaining individuals from a wide range of backgrounds. We believe our recruitment practices are fair and ensure all individuals are given the same opportunity.

Our recruitment, selection and assessment process will be based on attitude, skills and competencies for the specific roles and appointments will be transparent and based entirely on merit.

We will regularly review all our recruitment practices and procedures to ensure fairness.

## Career development and promotion

Churchill rewards excellence and all employees are promoted based on their performance. All managers are trained in managing diversity which includes completing, during the induction programme, "The Importance of Equality, Diversity & Inclusion", "Being Aware of Your Unconscious Bias", "Mental Health Awareness" and "Dignity at Work"; these are all renewed every 3 years to ensure that employees are treated fairly and evaluated objectively.

## Community Programmes

## Diversity & Inclusion Policy v14

CG-P-12

Churchill is committed to building a community within the business which represents all employees. The community will solely focus on the employee experience to ensure we are giving a voice to all employees, ensuring they experience respect, empowerment, belonging and progression.

To ensure this is a success we monitor the make-up of our workforce and employee demographics to enable us to understand the diversity of our employees and identify any areas for improvement.

This also includes assessing how our equality, diversity and inclusion policy is working in practice, reviewing it regularly, and taking action if required including any actions identified in the community working group.

Churchill is also committed to partnering with organisations within the communities we operate within, to create employment opportunities for disadvantaged people to ensure our workforce remains diverse and inclusive.

### Diversity practices

Churchill Group provides a safe environment for all our employees.

We are committed to delivering diversity training to raise awareness about issues surrounding diversity.

Detailed below are a few of the initiatives we operate within the Churchill group:

- Project Mosaic – The voice of our colleagues, helping to generate ideas and insights on Diversity and Inclusion, by promoting company-wide communication and initiatives, to continue to champion Wellbeing, Diversity and Inclusion.
- Additional accredited foundation training and support for our Mosaic Champions to enhance their skills, knowledge and resources, enabling them to provide more detailed support to our leadership and colleague communities across Churchill.
- The introduction of our Colleague Engagement Plan covering our 5 Pillars of Wellbeing – Mental Health – Physical Health – Financial Health – Diversity & Inclusion and Workplace Culture .
- Working with our external partners to bring current and relatable topics to life for our colleagues through workshops and roadshows.
- Regular Diversity and Inclusion surveys – the outputs guide our D&I strategy.
- Flexible working time arrangements.
- Access to an Employee Assistance Programme (EAP) available 24/7.
- Corporate members of the Neurodiversity in Business.
- Disability Confident Employers.

This policy will be reviewed annually or when required by Company or legislative change.

This policy will be formally reviewed annually and updated as required.

Signed on behalf of Churchill Contract Services Group Holdings Ltd



J. Bradley, Group Chief Executive Officer

Date: December 2023

**Review date: December 2024**