

# NRW HOLDINGS DIVERSITY POLICY



Diversity is about the recognition, valuing and respect for the differences that occur in our community and workplaces.

These differences can include but are not limited to gender, ethnicity, colour, age, race, disability and sexual orientation.

Diversity also encompasses the broad range of individual characteristics that make our society what it is today including educational background, marital status and personal style.

NRW is committed to providing a working environment that encourages respect and fairness for all participants. NRW's philosophy is that diversity contributes to business success in the following ways;

- Attracts the best possible pool of applicants.
- Enhances employee retention.
- Creates a friendly and accommodating work environment.
- Ensure equality and fairness in career advancement.
- Has the potential to encourage innovation.
- Is both social and economically responsible.

NRW believes in a proactive approach to ensure that both current and prospective employees are not subject to discrimination either directly or indirectly, on the basis of any of the characteristics outlined. Similarly NRW actively encourages all consultants and subcontractors to adopt similar policies in this area.

A handwritten signature in black ink, appearing to read 'Jules Pemberton', written over a light grey background.

Jules Pemberton  
Chief Executive Officer

July 2022

