

Equality, Diversity, and Inclusion Policy

August 2026

“Our greatest asset is our people and we are proud of the team we have developed and which we continue to grow. Diversity and Inclusion is at the heart of Team Hill and we are working hard to ensure that our business better reflects and celebrates our customers and the communities we work in.

We will also continue to strive to foster belonging and empowerment at work.”

Tom Hill, Regional Director CIP

Hill believes that its employees are its most valuable assets and recognises that providing equality of opportunity and valuing diversity are vital to be a competitive, sustainable, and inclusive business which reflects the partnerships, communities, and customers we work with.

Hill is committed to the promotion of equality, diversity & inclusion for all employees and prospective employees, and to creating a working environment that provides fairness, equality, respect, and is free from harassment, victimisation, and bullying.

We strive to foster a culture of inclusion so that everyone has a voice, and the views, opinions and contributions of each individual are valued and encouraged.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel a sense of belonging, is fully engaged and empowered to give their best and perform to their full potential. An inclusive workplace delivers better results through improved collaboration and diversity of ideas and perspectives.

SCOPE

This policy is applicable to all employees, agency staff, clients, communities, suppliers, and contractors, whether permanent or temporary. The policy applies to all processes relating to employment and training and to any dealings with customers and clients.

The Company is fully committed to the elimination of unlawful and unfair discrimination within our workforce and against customers or the public. The Equality Act 2010 states that it is unlawful to discriminate directly or indirectly because of the following ‘protected characteristics’:

- age
- disability
- sex
- race (which includes colour, nationality and ethnic or national origins)
- sexual orientation
- religion
- belief
- gender reassignment (ie transgender status)
- pregnancy
- maternity
- because someone is married or in a civil partnership.

Version No.	Version Date	Filing Ref.	Document Ref.	Page
3	26/08/2026		HR141	1 of 3

Equality, Diversity, and Inclusion Policy

August 2026

PURPOSE

The Company commits to:

- Provide equality, fairness, and respect for all in our employment and create an inclusive working environment free of bullying, harassment, and victimisation, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- Avoid and prevent unlawful discrimination in relation to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation as outlined in the Equality Act 2010.
- Provide appropriate training and awareness for all employees about their responsibilities and rights under the equality, diversity, and inclusion policy.
- Develop a diverse pool of talent, and make opportunities for training, development, and progression available to all staff.
- Attract and recruit from a large and diverse pool of talent
- Take seriously, if proven, complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during the Company's work activities. Such acts will be dealt with as misconduct and appropriate action will be taken.
- Ensure that our policy of equal opportunities is applied to all aspects of employment including training, promotion, recruitment, pay and benefits, the application of all company policies and all other terms and conditions of employment.
- Review employment practices and procedures when necessary to ensure fairness and update them to take account of changes in the law.

YOUR RESPONSIBILITIES

All employees are required to play their part in helping Hill create a positive and inclusive work environment that is free from harassment and bullying. We all have a personal responsibility for behaving in a considerate and respectful way to each other and to our customers and suppliers, by:

- Treating everyone with respect and courtesy, whether a colleague or external contact
- Promoting and fostering an inclusive culture where difference is respected, valued, and utilised to improve our business
- Not making comments or taking actions that could be perceived as discriminatory, harassing, victimising, bullying or disrespectful even if they are not made with that intention
- Respectfully challenging colleagues whose behaviour could be perceived as unwelcome or unacceptable
- Raising a complaint under our Grievance Procedure if an employee believes they have received less favourable treatment due to a personal characteristic.

Version No.	Version Date	Filing Ref.	Document Ref.	Page
3	26/08/2026		HR141	2 of 3

Equality, Diversity, and Inclusion Policy

August 2026

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

Any act of discrimination in breach of the Company's policy will be regarded as a serious breach of discipline which will result in disciplinary action being taken against the offender.

All employees must familiarise themselves with this policy and undertake any training provided by Hill, focused on increasing their awareness of inclusion and diversity.

ANTI-BULLYING AND HARASSMENT

If an employee believes that they have received less favourable treatment due to a personal characteristic, reference should be made to our [Grievance Policy](#), [Sexual Harassment Policy](#) and [Harassment and Bullying Policy](#).

Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with seriously, promptly, and confidentially under our grievance and/or disciplinary procedure. In certain circumstances an offence of this nature could amount to gross misconduct and lead to dismissal without notice.

IMPLEMENTATION, MONITORING AND REVIEW

This policy is fully endorsed and supported by Hill Holdings Board.

Monitoring progress will include assessing how the equality, diversity and inclusion policy, and any supporting action plans and training, are working in practice.

Data used to monitor progress is compliant with GDPR and kept securely and in confidence for all employees during their employment.

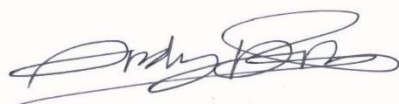
The policy and its effective implementation will be reviewed by the management team every year based on a report submitted by the Holdings Board annually based on a report by the Group HR Director.

SUPPORTING INFORMATION AND RESOURCES

Hill provide a confidential resource where you can put forward a suggestion relating to Diversity & Inclusion or raise a concern (anonymously if you prefer). Please follow this link

Approved by **Group Chief Executive**

Signature



Date

26 August 2026

Version No.	Version Date	Filing Ref.	Document Ref.	Page
3	26/08/2026		HR141	3 of 3