

Diversity and Inclusion Statement

This statement sets out the Diversity and Inclusion Policy for the White Bear group (“White Bear”) and confirms our zero-tolerance approach to discrimination of any kind in any areas of our business.

White Bear values the benefits that diversity of its workforce brings to its businesses and promotes the inclusion of different perspectives and ideas, which in turn promotes the success of the business and makes for better corporate governance.

White Bear is committed to providing a working environment free from victimisation or harassment and encourages a supportive, respectful and inclusive culture amongst the whole of our workforce which aligns to our company values and behaviours. White Bear is committed to providing equality, diversity, inclusion and fairness to all our staff, contractors, agency workers, consultants and visitors to our offices and will not provide less favourable facilities or treatment on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including, colour, nationality and ethnic or national origin), religion or belief, sex and sexual orientation (‘protected characteristics’).

White Bear expects all employees, officers and directors to comply with the group’s policies and procedures which set out a developed set of values and behaviours. All staff will be given help and encouragement to develop their full potential and utilise their talents. This enables the company to create an environment where individual differences and contributions of all team members is recognised and valued.