

TelecomPlus

**Diversity
& inclusion
summary**

1 Scope

We are committed to creating an inclusive environment where everyone can bring their whole self to work, contribute their best work and develop to their full potential. We want to maintain an environment that reflects the diversity and characteristics of the customers and communities we operate in and which is free from any form of harassment, bullying and discrimination.

We also want to celebrate everyone's differences and make sure everyone is treated with dignity and respect and that they feel they belong, whatever their background and wherever they work.

2 Commitments

We have a board-level commitment to zero tolerance of harassment and bullying and we are against all forms of unlawful and unfair discrimination, whether that is verbal or written. We take appropriate action with those that do not follow this commitment.

We are proud to have signed up to the Race at Work charter and its commitments. We have appointed an Executive Sponsor to make sure we have visible leadership on diversity and inclusion and to help drive our culture and commitments forward. We have a Diversity and Inclusion Forum which creates a platform to encourage discussion and feedback and to promote change.

We are also committed to:

- Capturing diversity data and publicising our progress in areas we need to make the most progress. We will specifically capture ethnicity data to enable reporting of ethnicity pay differentials and any further actions we then need to commit to.
- Developing our objective-setting culture that will include leadership objectives to ensure fairness for their employees.
- Taking action that supports career progression for all, specifically focussing on activities (reverse mentoring, tailored development plans) to support ethnically diverse employee progression.

3 Grievances

You may raise any grievance in relation to this policy by following the Grievance Policy found on the employee intranet.

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