

## SLR GROUP GLOBAL HUMAN RESOURCES POLICY

The SLR Group is one of the world's leading global environmental and advisory consultancies and we put the treatment of our people and our "collaborative and supportive" culture at the heart of our management philosophy.

We aim to attract, hire, develop and retain a high performing and diverse workforce within a healthy, safe and productive work environment.

All hiring and promotion decisions will be based on the competence, performance and potential of candidates ensuring the exclusion of any considerations relating to origin, race, nationality, gender, religion, age, disability, marital status or sexual orientation.

We value diversity at all levels recognising that different perspectives, personalities and thinking styles are an important part of an innovative and progressive company. We aim to create a culture based on trust and respect for all employees where no form of discrimination, intimidation or harassment will be tolerated.

We are committed to maximising the potential of all our employees and seek to inspire our people through our positive culture, where we provide an environment that encourages creativity, the opportunity for involvement in interesting and rewarding work and collaboration which allows employees to meaningfully contribute to the company's current and future direction.

We aim to create a learning environment that provides opportunities for all. We are committed to assisting and supporting the professional and personal growth of our employees, through training and providing effective communication and feedback.

We believe employees should have a good work-life balance between their professional and personal lives and encourage this by supporting flexible working conditions whenever possible and encouraging our people to have interests and motivations outside of work.

The Group Management Executives are responsible for monitoring and reviewing the implementation and effectiveness of this policy (and associated policies) and the content of related procedures and training materials. This will be done on an annual basis or upon any changes in relevant legislation.



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**Neil Penhall**  
Chief Executive Officer  
SLR Global Ltd  
December 2018