



EQUAL OPPORTUNITIES AND DIVERSITY STATEMENT

The Company is an equal opportunity employer. Our employees are diverse and have been chosen for their experience, potential and personal attributes regardless of race, colour, nationality, ethnic origin, religion or belief, gender, sexual orientation, gender reassignment, marital status, age or disability.

We aim to ensure that employees achieve their full potential and that all employment decisions are taken without reference to irrelevant or discriminatory criteria. We have adopted an Equality and Diversity Policy as a means of helping to achieve these aims. The Company is fully committed to this Policy detailed in the GRM Employee hand book and introduced to new employees during their induction.

All employment decisions, including recruitment and selection, appraisal and counselling, training and promotion and pay and conditions, will be made on the basis of fair and objective criteria. The Company's HR consultants inform on changes in best practice and our policy is reviewed to ensure compliance.

Equal opportunities also apply in our day-to-day approach to our colleagues, which is one of mutual trust and respect.

The requirements of job applicants and existing employees who have or have had a disability will be reviewed to ensure that whatever possible reasonable adjustments are made to enable them to enter into or remain in employment with us. Promotion opportunities, benefits and facilities of employment will not be unreasonably limited and every reasonable effort will be made to ensure that disabled employees participate fully in the workplace.

Person and job specifications will be limited to those requirements, which are necessary for the effective performance of the job. Interviews will be conducted on an objective basis and personal or home commitments will not form the basis of employment decisions except where necessary.

Working patterns will be reviewed so as to enable us to offer flexible working for employees with childcare responsibilities where possible. Where necessary special provision will be made for training for employees returning to work following a break for domestic reasons.

We are committed to ensuring that all our staff and applicants for employment are protected from unlawful discrimination and harassment during and in connection with their employment at the Company.

The Company has a strong commitment to the further development of its existing workforce by ensuring opportunities are provided for employees to offer themselves for positions that may become available through growth or by staff movement. Therefore, unless for specialist or senior roles, the Company will email details of vacancies internally and/or place them on the Company Website, which it encourages current employees to consider.

Signed on behalf of the Board of Directors at GRM Development Solutions Limited:

A handwritten signature in black ink, appearing to read 'W S Peacock', written in a cursive style.

Dr W S Peacock, Managing Director

Date: 24th May 2024