

Equality, Diversity and Inclusions Statement.

ME Group International Plc adopts a zero-tolerance approach to discrimination on any of the protected grounds in the Equality Act 2010.

We are committed to providing equal opportunities to all current and prospective employees regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse workforce because, in our view, diversity enables better business outcomes. We also believe that a more inclusive workplace, where people of different backgrounds work together, ensures better outcomes for all staff. From application to interview, we place inclusion at the heart of all we do.

In particular, we strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join our company.

We will take positive steps to ensure that our employees, stakeholders, contractors and clients can enjoy an experience that is fair, equitable and free from discrimination in their dealings with us.

To help us achieve our goal of a diverse and inclusive workplace, we have implemented the following initiatives:

- diversity and inclusion training, including unconscious bias training for line managers;
- employee representative groups;
- Training recruiters;
- Recognise the holidays of each religion and culture;
- Promoting pay equity;
- Being open to hearing feedback from all employees.

ME Group International plc