

Appendix 1-G

NWP Equity, Diversity, and Inclusion
Policy



Equity, Diversity and Inclusion Policy

1. Purpose

NWP is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within NWP's best interest to promote diversity and eliminate discrimination in the workplace.

Diversity refers to all the characteristics that make individuals different from each other. NWP takes positive steps to ensure that current and prospective employees are not discriminated against, either directly or indirectly, on the characteristics such as gender identity, age, disability, marital or family status, sexual orientation, religious beliefs, ethnic, cultural background, socio-economic background, or any other area of potential difference. NWP values the differences, needs and contributions a diverse workforce represents and are opposed to all forms of unlawful and unfair discrimination.

NWP will extend this positive attitude in respect of diversity to our consultants and stakeholders.

2. Approach

NWP's aim is to ensure that all employees and job applicants are given equal opportunity and that our company is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

3. Objectives

NWP commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the workplace, which NWP believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so NWP can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all employment practices and procedures so that fairness is maintained at all times.

NWP will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of business partners, contractors, stakeholders, customers, and job applicants.

4. **Approval and review details**

Doc owner:	Board	Last Review Date:	January 2022	File Path:	Corporate\Corporate Governance\Policies\Diversity Policy
SME:	Company Secretary	Next Review Date:	January 2023	Ref No:	COR POL 06