

## Diversity & Inclusion

Updated 14.08.20

*This policy applies to Kuul Group Ltd and all of our other companies within the group.*

Kuul embraces diversity and inclusion in the workplace. We believe in creating an inclusive environment, which is an essential part of our culture. We expect all our Kuul People to treat each other equally, honestly and with respect and understanding.

Whilst we strive to provide a fair and supportive work environment for all our employees, regardless of their age, sex, marital status, sexual orientation, disability, race, colour, nationality, ethnic or national origin, religion, or affiliation to any political party or trade union we are committed to going further.

At Kuul we believe that diversity and the individual are inextricably linked. Therefore, we also embrace the deeper elements of diversity and take into consideration attitude and aptitude, traits, diversity of thought, background, experience and a great deal more.

We will work hard to ensure our culture celebrates everyone's individuality and differences so that all our Kuul People thrive. By championing diversity and inclusion we will create a culture that fosters a wider range of influences and opinions; a culture that will push boundaries and challenge the norm; one that will enable Kuul to grow both commercially and culturally, individually and collectively.

We are also particularly keen to ensure that we play a proactive role within our industry to improve the gender balance.

### Scope of our Policies

Our policy applies to every aspect of employment and to every individual and all the teams within Kuul.