

## Diversity Policy

Enpure is committed to employing a workforce that reflects the diverse society in which we live and work.

Our understanding of diversity encompasses such criteria as ethnicity, language, age, gender, sexual orientation, religion, beliefs, socioeconomic background, physical and intellectual capability, experience and education.

We believe we can build a stronger company and community by attracting a wide range of talented people, able to respond to the diverse needs of our customers.

It is our policy to:

- Recognise the benefits of a diverse workforce
- Appreciate the varied talents and perspectives of employees from different backgrounds and harness these effectively
- Understand the need to reflect the diversity of the clients and communities we serve through the people we employ
- Create a supportive and sympathetic environment in which individuals of all backgrounds can realise their potential
- Ensure all employees are aware of the company's commitment to diversity and understand their own role in this
- Remove any barriers that hinder the achievement of a truly diverse and multi-talented workforce
- Ensure that all employees – but especially those responsible for recruitment, selection, training, grievance, disciplinary or dismissal procedures – are fully familiar with this policy

We believe the range of perspectives that arises from a diverse spectrum of experience promotes commercial success. Employees from different cultural and linguistic backgrounds, for example, can offer insight into complex international markets and so managing diversity makes us more innovative, productive and competitive.

Enpure is committed to tackling cultural stereotypes, recognising that discrimination of this type acts as a barrier to personal and commercial success, and instead we will foster an open and honest culture which values diversity.

Signed



**Avtar Jirh**  
**Managing Director**

**Dated: 01/12/2022**