

**MWH
Treatment
Limited****Policy
Statement**

Equality, Diversity, and Inclusion is about valuing our people regardless of their socio-economic background, gender, race, age, religious belief, relationship status, family responsibilities, disability, sexual orientation, marital status, gender reassignment, pregnancy and maternity, or political opinion.

MWH Treatment is committed to creating and maintaining a positive working environment in which everyone is treated with dignity and respect. MWH Treatment believes that behaviour that jeopardises dignity at work is unacceptable. Our overarching objective is to create an environment where employees can be themselves at work, be valued for their contributions and be able to give their best. It is therefore the policy of the company to:

- Ensure our leaders and managers demonstrate effective leadership with regards to Equality, Diversity and Inclusion (EDI).
- Take steps to meet the needs of people from protected groups, where these are different from the needs of others.
- Create an inclusive working environment where employees respect and value each other's diversity.
- Be committed to providing the Real Living Wage to all employees (excluding apprenticeships and work placements in accordance with the Living Wage Foundation).
- Attract new people from a wide talent pool while putting measures in place to retain our existing talent.
- Regularly review all of our employment practices, policies, and procedures to ensure compliance with relevant legislation and good practice.
- Provide training and guidance to employees on diversity, inclusion, and equality.
- Take action to tackle all behaviour that is unreasonable or offensive, including behaviour that may amount to discrimination, harassment, bullying or victimisation.
- Treat all concerns, raised in good faith, seriously and with sensitivity.
- Empower all employees to challenge unacceptable behaviours.

Management are responsible for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

This policy applies to all persons working for us, including employees at all levels, and those working on our behalf. Any suspected violation of this Policy by an MWHT employee or those acting on our behalf are to be reported to the MWH Treatment Whistleblowing Helpline (24 hours - telephone 0844 892 4413).

Implementation of this policy shall be achieved through leadership, planning, delivery, review, and reporting. Performance objectives will be set in key areas as a focus for continual improvement.

PJ Bresnan June 2025

Paul Bresnan (MWH Treatment Chief Executive)
Signed for and on behalf of MWH Treatment Limited