



ERS' Diversity and Equality Policy

ERS recognises the importance of diversity in creating an inclusive culture amongst the whole workforce and believes that discrimination or exclusion based on any individual protected characteristic represents a waste of talent and a denial of opportunity for self-fulfilment.

To this end, ERS has in place a Diversity & Equality Policy that applies to both the employees and Board of Directors.

It is our policy to develop the diversity of its Board of Directors as opportunities arise, without compromising on the calibre of new directors appointed. The Board Appointment process will be formal, rigorous and transparent based on the principles of fairness, respect and inclusion. New Board appointments will be based on merit, including individual competence, skills and expertise, measured against identified objective criteria for any vacancy with a view to complementing and enhancing the existing diversity of skills, knowledge, and experience of the Board as a whole.

A handwritten signature in black ink, appearing to read 'Ian Parker', with a horizontal line underneath.

Ian Parker
ERS CEO