

# ERS' Diversity and Equality Statement

ERS recognises the importance of diversity in creating an inclusive culture amongst our whole workforce and is committed to promoting and ensuring equality and valuing diversity. We are committed to providing equal opportunity and not unlawfully discriminating in any aspect of employment. Our Diversity and Equality Policy ensures we work within principles that support such a culture.

It is our aim to develop the diversity of the Board and wider workforce as opportunities arise, without compromise on the calibre of appointments made.

The ERS recruitment process for all roles is formal, rigorous, transparent and based on the principles of fairness, respect and inclusion. Appointments are made based on merit, including competence, skills and expertise. The assessment process is measured against identified objective criteria for any vacancy, with the view to complement and enhance the existing diversity of skills, knowledge and experience of the company.

We are committed to maintaining a diverse and inclusive workforce and continually seek to achieve this through behaviours and practices that enable us to attract, recruit, retain and develop a high performing workforce with a variety of backgrounds and experiences.

