


BNL (UK) Ltd Diversity and Inclusion Policy

The Company is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

The aim of the policy is to ensure that no job applicant or member of staff is discriminated against on the grounds of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (protected characteristics).

Appropriate training will be given to enable staff to implement and uphold our commitment to equality of opportunity.
Moreover, The Company will actively monitor the Diversity of our workforce and will actively seek to improve Inclusion.

Policy Statement:	Responsibility:	Practical Work Place Actions:
All managers and supervisors in BNL UK will receive training in Diversity and Inclusion	HR	Practical overview training with some form of verification of awareness will be put in place for all BNL UK Managers and Supervisors.
The makeup of the BNL UK workforce will be monitored and reported on at regular intervals	HR	Workforce segmentation report to be included in quarterly board reports
Improvement Measures	SMT	A minimum of two events per year that support the increase of inclusion and diversity will be attended by a member of the SMT.
Any grievance or complaint raised as a result of real or perceived bias on the grounds of any protected characteristic will be fully dealt with by the company's disciplinary/grievance procedures.	Managers and Supervisors with support from HR	All incidents to be fully investigated and resolved as per company procedures.

Overall Responsibility:  Date: 16/10/2020

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BNL (UK) Ltd Sustainability Policy	DATE	REVIEW DATE	AUTHORITY
	July 2020	April 2021	Chief Executive Officer
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