Chenavari – Diversity & Inclusion Policy

February 2026

EQUALITY, DIVERSITY AND INCLUSION POLICY

Chenavari is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. Diversity means valuing an individual's right to identify with race, colour, gender, age, religious belief, ethnicity, cultural background, marital or family status, and sexual orientation as well as their experiences, skills and capabilities.

At Chenavari, we believe that decision-making is enhanced through diversity as it encourages a range of perspectives and fosters higher performance, greater creativity, and innovation. This Equality, Diversity & Inclusion Policy (the "Policy") is fully supported by Chenavari executive management.
The Policy's aim is for our workforce to be representative of society and for all Staff to feel respected and treated fairly in order to be able to be productive and engaged at work. This creates an inclusive culture of co-operation and achievement that underpins the high quality of the services we offer.

This Policy applies equally to the treatment of our visitors, clients, investors, consultants, suppliers and any others who interact with Chenavari in the course of the organisation's work activities, and also the treatment of our Staff and workers by these third parties.

The purpose of this Policy is to:

- Provide equality, fairness and respect for all Staff, whether temporary, part-time or full-time.
- Not unlawfully discriminate as outlined in the Equality Act 2010 protected characteristics, these being age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Chenavari is committed to:

- Encouraging equality, diversity and inclusion in the workplace in day-to-day practice
- Providing appropriate opportunities for training, development and career progression to all Staff, who will be encouraged to develop to their full potential, so their talents and resources can be fully utilised to maximise the efficiency of Chenavari.
- Ensuring that decisions concerning Staff are based on merit.
- Reviewing employment practices and procedures when necessary to ensure fairness.
- Monitoring the workforce population in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this Policy.
- Maintaining a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all Staff are recognised and valued. All Staff can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.
- Valuing the diverse nature of Staff and managing any equality, diversity and inclusion issue which arise in a fair and sensitive manner.

- Professionally and sensitively addressing complaints of bullying, harassment, sexual harassment, victimisation and unlawful discrimination.

To facilitate this:

- Chenavari encourages all Staff to support the Policy and familiarise themselves with the Policy and act in accordance with its purpose and commitments.
- Managers have the responsibility to set appropriate standards of behaviour as outlined in the Policy, to lead by example and to ensure that those they manage adhere to and act in accordance to the Policy.
- All legal obligations under the Equality Act 2010 and other relevant legislation will be recognised.

Serious cases of deliberate discrimination and victimisation may amount to gross misconduct resulting in dismissal. If you believe that you have suffered harassment, bullying or discrimination, or witnessed it happening to someone else in the workplace, you can raise the matter through our grievance policy and through our harassment and bullying policy. Details of Chenavari's grievance and disciplinary policies and procedures can be found in this handbook. This policy may be changed without notice, save as may be required by law or regulation.

There must be no victimisation or retaliation against Staff who complain about or report discrimination. If you believe you have been victimised for making a complaint or report of discrimination, or have witnessed it happening to someone else in the workplace, you should raise this through our grievance policy.