

EQUALITY AND DIVERSITY POLICY STATEMENT



Banor Capital Limited believes that our success is a direct result of the experience and quality of our employees. Diversity of thought and experience has always been at the heart of Banor Capital. Providing an inclusive environment where ideas are heard and debated is one of the keys to our long-term success. That is why we focus on attracting, developing and retaining the brightest talent across our business.

Talented people are celebrated and valued at Banor Capital whatever their gender, age, race, sexual orientation, disability, religion, beliefs or other characteristics. We pride ourselves on always being open to different ways of thinking. We are, therefore, committed to focusing our employment procedures and practices on maximising the potential of each unique individual. We believe this is best achieved by developing our employee's talents, whilst recognising their differences.

EQUALITY AND DIVERSITY POLICY STATEMENT



By treating people fairly and equally and by accepting and embracing their diversity, we can also improve our market competitiveness, faster innovation, enhance our corporate social responsibility and create an inclusive and positive working environment for all employees.

ship, pregnancy and maternity, race, religion, belief and sexual orientation. Banor Capital Limited also endorses the principle that the workforce at each location should reflect, as far as is reasonably possible, the community within which it operates.



It is the policy of the Company that no person acting on our behalf shall discriminate in any situation against another individual or group - directly or indirectly - because of age, gender, disability, marriage and civil partner-



These principles apply to recruitment selection, training, promotion, transfer, pay and benefits, performance appraisal procedures, in addition to all terms and conditions of employment.