

Diversity and Inclusion Policy



November 2018

Introduction

At the heart of everything Marston's stands for as a Company is people. The beer we barrel, the food we serve, the environments we create and the moments our customers share in our pubs – everything is focused around our extended community. Catering for the preferences of many different people (be it employees or customers) is therefore fundamental to our business and it is essential that we consider diversity in our decision-making processes.

Purpose of this document

Our focus has been on engaging with the uniqueness and talents, beliefs, backgrounds, capabilities and ways of working of individuals as well as continually developing an inclusive culture in which all people are valued and respected. By embracing employee diversity and inclusion, we know we can draw on the best talent, contribution and commitment from all backgrounds.

This policy aims to create a framework within which everyone can work together with respect for each other and with equality of opportunity. As a Company, it is up to every single one of us to ensure we are guided by this framework to create an environment where all views, beliefs and differences (of ourselves and our customers) are fully embraced.

Ways of working

As with all of our policies, this policy is underpinned by our ways of working.



Valuing all - protected attributes

We recognise the importance that equality legislation has to play in promoting equality and eliminating unlawful discrimination and will meet all of our legal requirements. Our Equal Opportunities Policy covers our approach to the characteristics that are protected by the *Equality Act 2010*: Age, Disability, Gender reassignment, Marriage or civil partnership, Pregnancy and maternity, Race, Religion or belief, Sex and Sexual orientation. The Equal Opportunities Policy also covers our commitment to not discriminating in the areas of recruitment, selection, promotion, transfer, training, access to benefits and services, discipline or dismissal and selection for redundancy.

In addition, we will not tolerate our people being subjected to physical, sexual, racial, psychological, verbal, or any other form of harassment, bullying or abuse. Any such actions will be dealt with under the Company's disciplinary procedure.

Finally we also seek to exceed our legal obligations. Our business functions with people at our heart and we understand that simply having diversity in our workforce is not enough; we must create an inclusive environment where all people can contribute their best work.

Framework for inclusivity

To continue to develop our culture of inclusivity, our key 5 principles are as follows

- We aim to create a culture that is representative of our society and communities, knowing that embracing difference enhances our capability.
- We value our people for their contribution and will celebrate diversity in all aspects of our business.
- As well as not tolerating bullying and harassment in any form within our Company, we will endeavour to protect our people from any form of third party harassment and from adverse treatment because of association or perception related to one of the attributes above.
- We recognise the need to support the unique and diverse needs of our customer and community base and will work to ensure that we exceed their expectations of us.
- We expect our suppliers and partners to actively support us in achieving a diverse and inclusive culture and to be able to demonstrate this.

What we expect from our people

Every one of us is required to play our own individual role in enabling the Company to meet its commitment to provide equal opportunities in employment, avoid unlawful discrimination, enable our company to be reflective of our customers and communities as well as fostering a culture that is inclusive to all, fully utilising and celebrating the talents of all.