**HH Driveright Equality, Diversity & Inclusion Policy Statement**

HH Driveright measure people by what they contribute to our business - not where they’re from, what gender they are or how they identify. We treat all our colleagues equally in all areas, from opportunities and progression to mentoring and performance management. We treat as we find and ask all of our colleagues to respect this and if they ever think someone is out of line, we encourage them to speak up so that we can sort it out quickly and with respect to all parties concerned.

We do not tolerate or accept discrimination or harassment of any kind.

Our company policy is to treat all applicants, candidates, third parties and employees in the same way, regardless of sex, marital and/or civil partnership status, pregnancy or maternity, sexual orientation, religion or belief, gender re-assignment (whatever stage a person is at in the process), race (including colour, nationality, ethnic or national origin), age and disability.

The Equality, Diversity & Inclusion policy applies to all, and at all times, and we actively encourage and influence the way our colleagues treat each other, our clients, candidates, visitors, third parties and contacts.

We ensure treat direct or indirect discrimination, victimisation, harassment and bullying relating to any of the above as a very serious matter. This also covers discrimination by association (e.g. where someone is discriminated against because they care for a disabled person) or by perception (e.g. where someone is discriminated against because they’re perceived to be gay, even if they’re not).

Our colleagues are encouraged to report any concerns they may have with regards to this policy, in strictest confidence and without fear of retaliation or reprisal.

If we discover, through the correct process, any of our colleagues display any behaviour like this, they will be subject to our Disciplinary Procedure. These acts constitute gross misconduct and, unless there are mitigating circumstances, will result in summary dismissal.