

Due South Group

Equality, Diversity & Inclusion Policy

Document Reference: DSG-GOV-014

Version: 1.0

Approved By: Chief Executive Officer

Review Period: Annual

Classification: Public

Foreword from the Chief Executive

Due South Group believes that diversity of people, experience and ideas strengthens our organisation and enhances the quality of the projects we deliver.

As an international infrastructure development and project management company, we work across different countries, cultures and communities. Success depends upon treating every individual with dignity, fairness and respect while creating an environment in which everyone can contribute to their full potential.

We are committed to providing equal opportunities, promoting inclusion and ensuring that employment and business decisions are based on merit, competence and integrity.

This Policy reflects our commitment to maintaining a professional, respectful and inclusive workplace wherever we operate.

Steven Edwards

Chief Executive Officer

1. Purpose

This Policy establishes Due South Group's commitment to equality, diversity and inclusion throughout its business activities.

Its objectives are to:

- Promote equality of opportunity.
- Foster an inclusive working environment.
- Encourage diversity of thought and experience.
- Eliminate unlawful discrimination.
- Support fair recruitment and career development.
- Promote respectful working relationships.
- Strengthen organisational performance through inclusion.

2. Scope

This Policy applies to:

- Directors.
- Employees.
- Consultants.
- Contractors.
- Temporary personnel.
- Applicants for employment where applicable.
- Suppliers and business partners where contractual obligations apply.

The Policy applies across all Company operations, projects and business activities.

3. Our Commitment

Due South Group is committed to:

- Treating everyone fairly and with respect.
- Providing equal opportunities.
- Promoting inclusive working practices.

- Recognising the value of different perspectives.
- Supporting professional development based on merit.
- Creating workplaces free from unlawful discrimination, bullying and harassment.

These principles apply throughout the employment lifecycle and in all business relationships.

4. Equality of Opportunity

Employment and engagement decisions shall be based on:

- Merit.
- Skills.
- Qualifications.
- Experience.
- Competence.
- Performance.
- Business requirements.

We seek to ensure that recruitment, promotion, training and development opportunities are conducted fairly and consistently.

5. Diversity

Due South Group values the diversity of the people with whom we work.

We recognise that diverse teams contribute to:

- Better decision-making.
- Greater innovation.
- Stronger collaboration.
- Improved understanding of clients and communities.
- More effective project delivery.

We encourage an environment where different ideas and perspectives are welcomed and respected.

6. Inclusion

Inclusion means ensuring that every individual feels respected, valued and able to contribute.

We seek to:

- Encourage participation.
- Listen to different viewpoints.
- Promote respectful communication.
- Support collaboration.
- Remove unnecessary barriers to participation where reasonably practicable.

Everyone should feel able to contribute without fear of unfair treatment.

7. Respect in the Workplace

All individuals working on behalf of Due South Group are expected to:

- Behave professionally.
- Treat others with dignity and respect.
- Communicate courteously.
- Respect cultural differences.
- Promote teamwork.
- Challenge inappropriate behaviour where safe and appropriate to do so.

Bullying, harassment, intimidation and unlawful discrimination will not be tolerated.

8. International Working

Due South Group operates across diverse cultural and social environments.

We are committed to:

- Respecting local customs and traditions.

- Promoting cultural awareness.
- Maintaining professional standards.
- Working collaboratively with local partners.
- Encouraging inclusive engagement with stakeholders and communities.

Respect for cultural diversity strengthens relationships and supports successful project delivery.

9. Recruitment and Development

The Company seeks to attract, develop and retain talented individuals.

Where practical, we will:

- Recruit fairly.
- Encourage professional development.
- Provide access to relevant training.
- Support leadership development.
- Promote succession planning.
- Encourage continuous learning.

Opportunities should be based on merit and organisational needs.

10. Responsibilities

The Chief Executive has overall responsibility for promoting equality, diversity and inclusion throughout the Company.

Managers are responsible for:

- Leading by example.
- Promoting inclusive working practices.
- Addressing inappropriate behaviour promptly.
- Supporting equal opportunities.
- Ensuring decisions are fair and objective.

Every employee, consultant and contractor has a responsibility to:

- Treat others respectfully.
- Promote an inclusive culture.
- Challenge unacceptable behaviour appropriately.
- Support colleagues and project partners.

11. Complaints and Concerns

Anyone who believes they have experienced or witnessed unlawful discrimination, bullying, harassment or other inappropriate behaviour is encouraged to report the matter promptly.

Reports will be treated seriously, investigated fairly and handled confidentially wherever possible.

Individuals raising concerns in good faith will be protected from retaliation.

12. Monitoring and Continuous Improvement

Due South Group is committed to continually strengthening equality, diversity and inclusion throughout the organisation.

We will seek to improve through:

- Policy reviews.
- Training and awareness.
- Feedback from personnel.
- Lessons learned.
- Leadership commitment.
- Ongoing engagement with employees and project partners.

13. Relationship with Other Policies

This Policy should be read alongside the Company's:

- Corporate Governance Charter.
- Code of Business Conduct & Ethics.

- Human Rights Policy.
- Health, Safety & Wellbeing Policy.
- Safeguarding Policy.
- Modern Slavery & Human Trafficking Statement.
- Whistleblowing Policy.

Together these policies support a respectful, ethical and inclusive organisational culture.

14. Review

This Policy shall be reviewed annually or following significant legislative, organisational or operational changes.

15. Our Commitment

Due South Group believes that successful organisations are built upon respect, fairness and opportunity.

By embracing equality, valuing diversity and fostering inclusion, we strengthen our ability to deliver innovative, sustainable and socially responsible infrastructure projects.

We are committed to creating a professional environment in which every individual is treated with dignity, every voice is respected and every person has the opportunity to contribute to the success of our organisation and the communities we serve.