

Diversity & Inclusion Statement

As a long-term steward of Chelsea, Cadogan is part of a diverse borough with a responsibility to ensure a positive contribution towards a sustainable environment and supporting a thriving community. This includes creating a working environment characterised by fairness, equality of opportunity and the valuing of diversity.

Cadogan is an equal opportunities employer and opposes all forms of discrimination. The purpose of the Diversity and Inclusion Policy is to set out Cadogan's commitment to an inclusive and supportive environment that is free from discrimination, where all are able to participate and where everyone has the opportunity to fulfil their potential. This includes:

- Respecting and upholding the human rights and dignity of employees and the community
- Providing safe environments for people to work in and visit
- Creating a culture where people can speak up about any concerns

In the UK it is unlawful to discriminate against anyone because of sex, marriage or civil partnership, gender identity/expression, pregnancy or maternity, sexual orientation, race (including national origin and nationality), religion or belief, disability and age. This includes direct and indirect discrimination, harassment and victimisation, which Cadogan has a zero-tolerance policy for.

At Cadogan, diversity empowers people by respecting and appreciating what makes them different. Inclusion ensures organisational practices in which different groups are culturally and socially accepted, welcomed and equally treated.

Everyone should be treated with respect and on their merits, with employment-related decisions based on objective job-related criteria.

Specifically with regards to recruitment, all job advertising should reflect Cadogan's commitment to equal opportunities. The recruitment process should not disadvantage disabled people and reasonable adjustments to the process should be made. Decisions should be made based on objective, documented criteria. With regards to pay and benefits, remuneration should be equal for work of equal value.

Complementary Policies

The following complementary policies support Cadogan's commitment to responsible business:

- Code of Conduct
- Confidential Reporting (Whistleblowing) Policy

Responsibility

Responsibility for upholding this policy lies with all staff, specifically line managers, and ultimately with Cadogan's Chief Executive.

Signed:



Date:

7 July 2021