

Cashbuild

2026

Equality and Diversity Policy Statement

28 June 2026

Cashbuild is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote equality and diversity in the workplace.

Equality refers to the breaking down of barriers, eliminating discrimination and ensuring equal opportunity and access for all groups of people.

Workplace diversity refers to the recognising and valuing of the variety of differences every individual brings to the organisation. Diversity encompasses acceptance and respect. It is an understanding that each individual is unique. These differences can include ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, political affiliation, or other ideologies.

Our aim is to ensure that Cashbuild remains an equal opportunity employer, as such all employees and job applicants are given equal opportunity, and that Cashbuild is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result. This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, political affiliation, or other ideologies.

We are opposed to all forms of unlawful and unfair discrimination.

In order to achieve our business objectives and to maintain our status as an employer of choice Cashbuild's commitment to equality and diversity extends to all areas of our business, including recruitment, training and development, promotions, and opportunities for personal growth. All employees, no matter whether they are part-time, full-time, or temporary, will therefore be treated fairly and with respect. When selecting candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop to their full potential and utilise their unique talents. This will ensure we attract and retain the correct calibre employee whose skills and resources will be fully utilised, and the efficiency of our whole workforce will be maximised.

Cashbuild is committed to the following:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and opportunities for promotion available to all employees.
- To promote equality in the workplace, which Cashbuild believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

This policy is monitored and reviewed annually by the Nomination Committee, in consultation with the Employee Forum, to ensure that equality and diversity is continually promoted in the workplace.



Cashbuild

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