

## Equal Opportunities Policy

The CNHC is committed to the principle of equal opportunities in employment, and is opposed to any form of less favourable treatment or financial reward through direct or indirect discrimination, harassment, or victimisation of employees or Board members, agency and contract workers, whether full time, part time, casual, temporary or seasonal; or job applicants (both internal and external) on the grounds of any of the legally protected characteristics of:

- age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation; or
- on a perception (whether mistaken or not) that any of the above characteristics apply (except for marital or civil partnership status); or
- through association with someone of a particular protected characteristic; or
- additionally, on the grounds of political opinions (except where of themselves discriminatory); or parental status.

We will strive to ensure employees and workers do not suffer discrimination by third parties such as registrants, suppliers and visitors. Any such instances must be reported to the Chief Executive.

Where increased pay and/or enhanced benefits are offered to employees on the basis of length of service, these are intended to reward loyalty, maintain motivation and reflect higher levels of relevant experience.

Disciplinary action will be taken against any employee who is found to have committed an act of discrimination or bullying. Serious breaches of policy will be taken as gross misconduct.

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