



Diversity and Inclusion Policy Statement

Global Approach

Diversity and Inclusion at Dorchester Collection are core beliefs of our We Care philosophy. The basis of We Care is to create an environment within our company where all of our employees feel valued and respected, allowing positive engagement to prosper. We continually strive to build and nurture a culture where inclusiveness is part of our DNA reflected by our core values of Passion, Personality, Respect, Working Together and Creativity. We are proud of each and every one of our employees and promote a sense of belonging that transcends all else. We share a commitment to excellence, innovation and social responsibility and are committed to equality for all at Dorchester Collection.

Aligned to our Anti-Harassment and Discrimination policy, each employee has the right to work in an environment that is free from unlawful harassment and discrimination based on grounds prohibited by law, which includes race, ancestry, place of origin, colour, ethnic or national origin, citizenship/nationality, religion or belief, sex, sexual orientation, age, record of offences, marital or civil partner status, family status, pregnancy/maternity, disability, gender identity, gender expression or any other ground listed in legislation (referenced as "prohibited grounds").

Policy Statement

Dorchester Collection is dedicated to encouraging a supportive and inclusive culture across all levels in our organisation. It is in the interest of all constituents within Dorchester Collection to continually promote and respect diversity and eliminate discrimination in the workplace.

Our continued focus is to ensure that all employees and job applicants are given equal opportunity and that our organisation 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 statement 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 age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex and sexual orientation, gender identity, or gender expression. We do not condone any form of unlawful and unfair discrimination.

All employees, no matter whether they are casual, part-time, full-time, or temporary, will be treated fairly and with respect. When Dorchester Collection selects 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 their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

Our Commitments

- To be guided by our We Care philosophy, creating an environment within our company where all of our employees feel valued and respected allowing positive engagement to prosper;
- To create an environment in which individual differences and the contributions of all employees are recognised and valued;
- To create a working environment that promotes dignity and respect for every employee;
- To make Dorchester Collection Academy training, development, and progression opportunities available to all staff;
- To ensure all employees are attend 'RESPECT' training, a mandatory training course which outlines our anti-Harassment and Discrimination Policy
- Aligned to our Anti-Harassment and Discrimination policy:
 - to not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy;

- to promote equality in the workplace, which Dorchester Collection believes is paramount to good management practice and makes sound and ethical business sense;
 - to encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures
 - to ensure all employees sign off on our Dorchester Collection Code which outlines our ethical behaviours and responsibilities
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- To encourage employees to treat everyone with dignity and respect;
 - With our legal counsel, regularly review all our employment practices and procedures so that fairness is maintained at all times;
 - To provide 'It's Your Call', the confidential reporting line available to all employees of Dorchester Collection;
 - To encourage employees to report suspected unethical activities.

Conclusion

Dorchester Collection will inform all employees that a diversity and inclusion policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.

The policy will be shared with key stakeholders and published on our external Dorchester Collection website.

Our Diversity and Inclusion policy is fully supported by senior management and has been agreed with our Board of Directors and employee representatives.

Dorchester Collection will not tolerate any violation of our Diversity and Inclusion policy nor any form of discrimination or harassment of its employees, nor will it accept casual or unfair handling of discrimination and harassment complaints.

Dorchester Collection will take whatever actions it considers necessary to provide an environment free of unlawful discrimination and harassment.