

EQUALITY, DIVERSITY AND INCLUSION POLICY

PURPOSE

This policy sets out Resonance's approach to equality, diversity, and inclusion. Resonance is committed to promoting equality and diversity by having an inclusive culture that actively values difference and recognises that people from diverse backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

Resonance aims to be an inclusive organisation, committed to providing equal opportunities throughout the employment journey, from the recruitment stage all the way through the individual's training and development. We want everyone to have a positive sense of belonging and feel valued for who they are.

EQUALITY AND DIVERSITY AT RESONANCE

At Resonance, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups both in employment, and in the services that we provide.

We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this, everyone can feel valued for their contributions which is beneficial for both the individual and Resonance too. We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not recognised, valued, and understood.

SCOPE

The rights and obligations set out in this policy apply equally to all employees, whether part time or full time, on a permanent, temporary, or fixed-term contract, and to our associates and anyone else employed under a contract of service.

We all have personal responsibility for the application of this policy. As part of your employee induction, you are expected to have read and familiarised yourself with this policy. We will ask you to sign a statement to confirm your agreement and understanding of this policy.

RESONANCE'S COMMITMENT

Every employee is entitled to a working environment that promotes dignity, equality, and respect for all. Resonance will not tolerate any acts of unlawful or unfair discrimination (including harassment) committed against an employee, contractor, job applicant or visitor because of a protected characteristic, see table below:

Sex	Gender Reassignment
Marriage & Civil partnership	Pregnancy & maternity
Race (including ethnic origin, colour, nationality and national origin)	Disability
Sexual orientation	Religion and belief
Age	

EQUALITY, DIVERSITY AND INCLUSION POLICY

Discrimination based on work pattern (part-time working, fixed term contract, flexible working) which is unjustifiable will also not be tolerated.

All employees will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development, and progression opportunities in Resonance. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you may have suffered discrimination because of any of the above protected characteristics, we will ask that in the first instance you talk to your Line Manager or a member of the People Team.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Resonance will ensure that individuals who make such allegations in good faith, will not be victimised, or treated less favourably as a result. However, false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under Resonance's Disciplinary Policy.

WHEN DOES THIS POLICY APPLY?

This policy applies to all conduct whether in or outside of the workplace that is related to your work (e.g., at meetings, social events, and social interactions with colleagues) or which may impact on Resonance's reputation (e.g., the expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Resonance).

We set out below some specific areas of application:

a) Recruitment

Selection for employment at Resonance will be based on aptitude and ability.

b) Training

You may be required to participate in training and development activities to encourage the promotion of the principles of this policy.

c) Promotion

All promotion decisions will be made based on merit and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

d) During Employment

The benefits, terms and conditions of employment and facilities available to Resonance employees will be reviewed on a regular basis to ensure that

- access is not restricted
- and to provide appropriate conditions to meet the needs of all employees

EQUALITY, DIVERSITY AND INCLUSION POLICY

ANNEX - types of discrimination

There are distinct types of discrimination prohibited by this policy. The main types are:

a) Direct Discrimination

Direct discrimination occurs where one person is treated less favourably than another because of a protected characteristic (please see above). For example, refusing to promote a pregnant employee on the basis that she is shortly due to go on parental leave would be direct discrimination on the protected characteristic of the employee's sex. Other types of direct discrimination are:

- **Associative Discrimination**

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic. For example, an employee is discriminated against because his/her son is disabled.

- **Perceptive Discrimination**

This is direct discrimination against an individual because others think they possess a particular protected characteristic. For example, where co-workers believe the individual is gay. This applies even if the person does not actually possess that characteristic.

b) Indirect Discrimination

Indirect discrimination occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate. For example, a requirement for UK based qualifications could disadvantage applicants who have obtained their qualifications outside of the UK; this could amount to indirect discrimination on the grounds of race.

c) Victimisation

Victimisation is where an employee is treated less favourably than others because they have asserted legal rights against Resonance or assisted a colleague in doing so. For example, victimisation may occur where an employee has raised a genuine grievance against Resonance and their promotion is withheld as a result.

d) Harassment

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual." It is important to remember that it is not the intention of the harasser that determines whether the harassment has taken place, but how the recipient perceives their behaviour.

EQUALITY, DIVERSITY AND INCLUSION POLICY

EQUALITY, DIVERSITY AND INCLUSION STATEMENT

Individuals with diverse cultures, perspectives and experiences are at the heart of the way Resonance works. At Resonance we are guided by our values in everything we do and recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference internally and externally to our organisation.

We seek to develop a work environment where we treat all employees as individuals, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for our employees' seeking opportunities through training and development, promotion, and career planning.

We will continue to support our leaders, managers, and employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles, and functions.

Daniel Brewer
CHIEF EXECUTIVE OFFICER

Simon Chisholm
CHIEF INVESTMENT OFFICER

QUESTIONS & FEEDBACK

If you have questions, feedback or any ideas to share that might help us to do better, please get in touch.

people@resonance.ltd.uk

Date of last revision: 8 August 2022