



**DIVERSITY & INCLUSION POLICY**

**JULY 2018**

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## 1. PURPOSE

- 1.1 This policy sets out Anglian Water's approach to diversity and inclusion. Anglian Water is committed to creating an environment where all employees feel included and valued in order to achieve their full potential. We promote equality and fairness by valuing diversity in the workplace.
- 1.2 This policy promotes a positive and supportive culture towards diversity that will enhance organisational success and encourage engagement and well-being across our workforce.
- 1.3 This policy provides a framework to support all employees in the workplace and outlines the values we uphold.
- 1.4 Diversity in this policy is defined as a workforce made up of many different types of people representative of our customer base.
- 1.5 Inclusion in this policy is defined as Anglian Water's intention to embrace all people irrespective of any personal characteristic, responsibility or other need. We are committed to giving equal access to all and removing barriers or intolerance for all. Our primary focus is on the ability for colleagues from all backgrounds to be themselves in the workplace, to be valued for their contributions, to give their best, and to develop their careers.

## 2. SCOPE

- 2.1 This procedure applies to all employees of:
  - Anglian Water Services Ltd
  - AWG Group Ltd
  - AWG Property Ltd

## 3. STATUS

- 3.1 The policy is subject to regular review by the Company and is updated as appropriate.

## 4. OWNER

- 4.1 Head of Employee Relations.

## 5. POLICY

- 5.1 Anglian Water values and promotes diversity and inclusion. This means that we value the impact and contribution that individuals from all different backgrounds, origins and perspectives can bring to our organisation and culture. We actively seek to have a variety of individuals working for and within our organisation.
- 5.2 We specifically do not discriminate in any way against any individual, and we specifically prohibit any discrimination, harassment, victimisation or unfair treatment against any individual on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation, caring responsibilities, ex offender status, relationship status, family responsibilities or political opinion.

- 5.3 Our strategy is to ensure that we are representative of our customer base. As a company we believe that we are better able to understand and to meet the needs of our customers if our organisation reflects the communities we serve.
- 5.4 Our inclusion-based approach recognises that individuals who work for us, or who want to work for us, will be valued, treated fairly and respected for their individuality.
- 5.5 We adopt fair and inclusive practices throughout our organisation to create a culture of respect and dignity, which is reflected in our company policies and procedures.
- 5.6 We ensure that we embed a shared ownership approach to diversity and inclusion across the company, whereby Management Board and Senior Leaders create an environment that supports equality and values diversity.
- 5.7 We will ensure equal access to training and development support and that equality, diversity and inclusion elements are built into our training where relevant.
- 5.8 We wholeheartedly support the principle of equal opportunities and equal access, and oppose all forms of harassment and unlawful discrimination. This means we will commit to be an organisation that is free from all forms of discrimination, prejudice, bullying and harassment.
- 5.9 Non-compliance with company policy and the spirit and intent of the diversity and inclusion strategy will be treated seriously. It is expected that all individuals working for the organisation will take personal responsibility in upholding the values of Anglian Water.
- 5.10 The Diversity & Inclusion Steering Group will ensure inclusive and relevant action plans are in place and reviewed in accordance with requirements agreed by the Management Board.
- 5.11 Anglian Water will monitor workplace diversity and inclusion and will include appropriate information on our progress and activities within the Annual Report.
- 5.12 This policy conforms to all current legislation, The Equality Act 2010 and relevant codes of practice. We will monitor this policy continually to ensure it is effective, compliant and upholds the values of Anglian Water.
- 5.13 This policy supports our Diversity & Inclusion Strategy and Action Plan, which can be found on HAWK. The policy is supported by our training modules, which are available on the OWL system.
- 5.14 If any individual wishes to raise a concern under this policy, they are encouraged to speak to their manager in the first instance. Individuals should follow the Grievance Policy or Whistleblowing Policy, which can be accessed on HAWK.

**LAST REVIEWED**

July 2018