



SPIRENT GROUP

DIVERSITY POLICY



Spirent understands that we benefit greatly from the skills, experience and commitment of the diverse range of people who work with us. We are committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

This policy applies to all people who work for us (including our employees, contractors, consultants, advisers, temporary workers and agency workers). It covers all aspects of employment with us, including recruitment, pay and conditions, training, appraisal, promotion, conduct at work, disciplinary and grievance procedures and termination of employment. The policy creates both rights to be enjoyed by people who work for us and responsibilities for those same people to behave in a similar manner to ensure that others enjoy those same rights.

The aim is for each employee to feel respected and able to give their best.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate against protected characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.
- make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under applicable legislation)

Sexual harassment in any form is prohibited under this policy.

Leaders and managers within our business should assume particular responsibility to give effect to inclusion and diversity and robustly and promptly address any conduct that breaches this policy of which they become aware.



Breaches of this policy will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

The equality policy is fully supported by senior management and the Board of Directors.

Complaints

Incidents of non-compliance with this policy or of any other conduct that affects inclusivity and diversity should ordinarily be reported to line managers in the first instance. Such incidents may alternatively be reported to a line manager's line manager or to a member of Human Resources. We are committed to dealing promptly and thoroughly (and with as much confidentiality and sensitivity as is possible) with any such complaints.

We do not tolerate any form of victimisation relating to any complaint made in good faith. Victimisation includes not only conduct directed at the complainant but also conduct directed at any other person involved in any related investigation.

We reserve the right to review and amend this policy to ensure that we are adequately promoting inclusion and diversity.