

## Zero Tolerance Statement

Higgins Group PLC adopts a zero-tolerance approach to discrimination on all of the protected grounds in the Equality Act 2010.

Protected characteristics include age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

The Company values the diverse nature of its people and seeks to manage any diversity issues which arise in a fair, sensitive and robust manner. Everyone has a duty to act in accordance with our equality, diversity and inclusion policy and to treat colleagues/customers with dignity at all times.

We believe that a more inclusive workplace creates a culture of mutual respect, co-operation and achievement, which underpins the high quality of the services we offer.

We place inclusion at the heart of all that we do.