



# Diversity Policy

## **Introduction**

Georgia Healthcare Group PLC (the "Company") is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. The Board embraces diversity in all its forms. Diversity of skills, background, technical expertise, nationality, ethnicity and gender amongst other factors, will be taken into consideration when seeking to appoint a new Director to the Board. Notwithstanding the foregoing, any Board appointment will always be made based on merit.

All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the Company's disciplinary policy.

The policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements.

## **All Employees**

### **Recruitment and Selection**

The recruitment and selection process is crucially important to our Diversity Policy. We will endeavour, through appropriate training, to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions. All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.

Job descriptions will be in line with the policy and job requirements will be reflected accurately in any personnel specifications. We will adopt a consistent, non-discriminatory approach to the advertising of vacancies and we will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group. All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

Short listing and interviewing will be carried out by more than one person where possible. Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.

### **Training and Promotion**

Diversity will be integrated into all mainstream training and development programmes and all promotions will be in line with this policy. Promotion and development will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

### **Breaches of this Policy**

The Company takes a strict approach to breaches of this Policy. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal.

Grievances related to this Policy should be raised with Human Resources, your immediate supervisor or the Director of Legal Department. Making a deliberately false allegation will be treated as misconduct and subject to appropriate disciplinary action, including up to dismissal.

## **Board**

As with any selection process, all Board appointments will be made based on merit. However, the Board adopts this Diversity Policy for their own selection and recruitment process.

### **Monitoring and Reporting**

The Company's Annual Report includes a separate report from the Nomination Committee describing its work, including the process followed in respect of Board appointments and how this policy has been applied.

### **Review of the Policy**

This policy will be reviewed annually by the Nomination Committee which will assess the effectiveness of the policy. The Nomination Committee will consider any revisions required and recommend any changes to the Board for approval.

Dated 22 September 2019