



Diversity & Inclusion Policy

Respected. Valued. Included – the freedom to be you!

At Arq Group, we are a people business. We commit to all our people (employees, contractors, customers) are treated with respect regardless of gender, age, race, disability, language, cultural background or sexual preference.

We value diversity and understand that our differences, is our innovative strength.

We believe that everyone shares the responsibility for ensuring Arq Group is a place where people from all groups feel they belong. This policy outlines how we put our Diversity & Inclusion Policy into practice. We go beyond simply meeting our legal and moral obligations. We aim to meet the highest standard of inclusion.

For everyone

All of our people are expected to uphold our commitment to diversity and inclusion (including directors). Our values of diversity and inclusion also extend to our clients and business partners in all our dealings.

What Diversity means to us

Gender diversity

All people, regardless of gender (or gender identity), are treated equally here. We are committed to offering equal training and promotional opportunities to enable everyone to reach their full potential. We acknowledge different genders, inter-gender and forms of gender identification. We will work to provide an understanding and supportive environment for gender diversity. We actively support gender balance.

Ability not disability

Everyone will be considered for their ability when looking at opportunities here, both physical and mental. If there's a way to make reasonable accommodations to support people to work productively and safely, we'll find it. That's because we focus on ability, not disability.





All forms of Diversity

We stand for all forms of diversity – and equality. We value different backgrounds, beliefs, ages, abilities, preferences and experiences. And we believe a diverse mix of people will make us more creative, more innovative, give us more depth in problem solving and leads us to better customer outcomes.

Our customers are diverse so we should be too. That's why we seek to attract and recruit people with varied experience and backgrounds. We know that our differences are what keeps this such an interesting and vibrant place to work! It is important to celebrate and support our differences and that is why we value our commitment to diversity. We support all forms of diversity here at Arq.

Inclusion

Safe. Open. Friendly. At Arq Group, we will create an environment that is free from discrimination, harassment and bullying.

We attract, nurture and maintain diversity by creating an inclusive environment.

We are committed to making Arq Group an inclusive workplace that embraces and promotes diversity as part of our ways.

We have specific policies in place to communicate our expectations on Equal Opportunity, Discrimination and Harassment, Workplace Bullying and Violence. We also have procedures for the reporting and handling of incidents if they do occur.

Our leaders are made aware of these policies and we encourage employee education and role modelling through leadership, a culture of tolerance and promotion of diversity.

When we recruit and welcome our new team members, we do so through the lens of diversity and inclusion.

We are focused on our objective of continuing to increase the number of women here at Arq Group, (particularly in management and leadership roles including the Board). We also promote principles of equity and removing bias from internal processes such as career opportunities, remuneration decisions and performance management.





The role of the Arq Group Board & Leadership

The Board and Executive Leadership Team are committed to gender diversity, particularly ensuring there is a balance of females at both the Board and Executive Leadership level. However, appropriate experience and selection criteria must be met.

The Board and our Executive Leadership Team have committed to achieving year on year improvement in gender diversity and representation.

The Board will:

- Remain committed to diversity and ensure initiatives and programs are in place to measure this (for example, gender diversity and pay analysis).
- Ensure females are well represented at the Board and Executive Leadership level.
- Review this Diversity & Inclusion Policy on a regular basis and associated activities in relation to diversity and inclusion.

More Information?

To learn more about our approach to diversity and inclusion we would love to hear from you. You can speak with a member of the People and Culture team or alternatively email people@arq.group

