

Equality and Diversity in Employment Policy Statement

Jangro Network is committed to equality of opportunity in employment and aspires to a diverse workforce, which reflects the general population, and has the mix of skills, experience and talent to deliver quality services to our customers.

To achieve our commitment to equality of opportunity in employment we undertake:

- Provide full and fair consideration to all job applicants
- Ensure that the talents and skills of all our employees are utilised to the full
- Assist all our employees to realise their full potential by ensuring they receive fair consideration for training, career development and promotion opportunities
- Create a positive and supportive working environment where everyone is encouraged to contribute and do their best
- Maintain records in recruitment, training and employment and use this information to identify areas of inequality
- Provide training and guidance to our employees to enable them to recognise and fulfil their responsibilities under this policy
- Seek feedback from employees and shareholders about how well the policy is working
- Regularly review all our employment policies and procedures to ensure that they are fair and reflect current legislation and best practice