

Diversity, Equality and Inclusion Policy ProCook

ProCook Group plc, the Company, and its subsidiaries including ProCook Ltd, the primary trading company, is committed to fostering, cultivating and maintaining a culture of equality, diversity and inclusion.

The aim is for our business to be truly representative of all aspects of society and for colleagues to feel involved, valued and respected. We embrace and encourage differences among our colleagues and recognise the importance of a diverse balance of skills, expertise, gender, ethnicity, race, religion, sexual orientation, socio-economic status, professional and social backgrounds. The collective sum of individual experiences, differences, unique capabilities and talent of colleagues leads to an insightful, productive and inclusive workforce.

Policy:

1. All ProCook colleagues are treated equally and without judgement
2. No unlawful discrimination due to protected characteristics (Equality Act, 2010)
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, and ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. No unlawful discrimination in the following areas:
 - Practices and policies on recruitment and selection
 - pay and benefits
 - Terms and conditions of employment
 - Dealing with grievances and discipline
 - professional development and training
 - Promotions
 - Dismissal and redundancy
 - Parental leave
 - Flexible working
4. Representation of all groups, ages and colleague perspectives, strengthened with respectful communication and collaborative work

Our Commitments

1. Encourage diversity, equality and inclusion in the workplace

2. Create a culture where colleagues feel valued, respected and dignified, free from bullying, harassment, victimisation and unlawful discrimination. This includes appropriate training across the business in diversity and inclusion.
3. Accommodate colleagues' varying needs through flexible working, creating a positive work/life balance
4. Seriously investigate complaints of bullying, harassment, victimisation and unlawful discrimination by colleagues, customers, suppliers and any stakeholder.
5. Create and promote opportunities for training and development for all colleagues to maximise diverse skillsets and talents. Train colleagues on diversity and inclusion to reduce bias in the workplace.
6. Contributions to our local communities to promote a greater understanding and respect for the diversity.
7. Promotional decisions regarding colleagues to be based on merit and skillset
8. Annually review and revise employment practices and procedures
9. Continue to monitor workforce demographics such as age, sex, ethnic background, sexual orientation and disability. Use this information to set targets to increase diversity and encourage equality, diversity and inclusion across the business.

ProCook colleagues have a responsibility to treat others with dignity and respect.

Colleagues found to have exhibited discriminatory or inappropriate behaviour against others may be subject to disciplinary action.

Colleagues who believe they have been subjected to any kind of discrimination that conflicts with this diversity policy should seek assistance from a manager or HR representative.

Reviewing and monitoring

This Diversity, equality and inclusion policy is reviewed and approved by the Board of Directors. It is assessed and updated annually.

Approved by the Board of Directors

24 June 2025