

JOB APPLICANT



Equality, Diversity & Inclusion Policy

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 TH March



Equality, Diversity & Inclusion Policy

TH March is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We want our actions to make a positive difference to the world. Part of TH March's vision is to protect and enrich the lives of our customers, and it is our aim that every customer has a positive journey with us. We all want TH March to grow and serve more people and it is important that we constantly review who needs to access our products and advice and how.

INTRODUCTION

TH March have over 120 employee who work together to propel up performance and drive our passion. All our people share the same pride in living our values and delivering our vision and mission statements this policy applies to all leadership, management, employees and contractors in the TH March Group.

This ED&I Policy is new TH March and we are taking the opportunity to educate everyone on this important topic. Management and staff will undertake regular training on ED&I and unconscious bias.

We consider ED&I to be critical to the core of our business, not a compliance necessity. The Managing Director is appointed Director to represent this topic at Board level and the Wellbeing Committee have been involved in the development, implementation, and review of this Policy.

THM promotes equity both inside and outside our organisation with respect to any personal or social identities, individual rights, opportunities, or status. We recognise that diversity is found in any social identity such as age, culture, ethnicity, gender, nationality, physical abilities or characteristics,

political and religious beliefs, sexual orientation, diversity of thought, as well as many other additional attributes inclusion in is the process of evolving accepting and valuing all people in the workplace regardless of their differences and social identity.

Our Equality Diversity & Inclusion Policy [the Policy] aims to describe THM's commitment to ED&I, our aspirations, and goals as well as our areas of focus. This runs alongside our Equal Opportunities Policy and our company values; we look for solutions, we put customers first, we do the right thing, and we are a team. In addition, certain elements of our further commitment to customers can be seen in the Treating Customers Fairly Policy at the Vulnerable Customers Policy.

OUR ASPIRATIONS

THM'S aspirations for ED&I are structured into 4 pillars, which guide our approach to supporting the integration of ED&I into our organisation and culture. These pillars are:

1. Inclusive leadership
2. Equal Opportunities
3. Appreciating Diversity
4. Mutual Respect

1. INCLUSIVE LEADERSHIP

Inclusive leadership encourages continuous innovation, growth, creativity, and inspiration throughout the Company. THM is committed to creating an inclusive culture and an environment which empowers all our people to realise their potential.



Through development, support, and training, we aim to develop our leaders companywide to inspire colleagues at all levels to foster inclusion further. They look to promote an inclusive mindset in their relationships and decision making and be aware of bias.

2. APPRECIATING DIVERSITY

ED&I begins before recruitment and selection activity – it is embedded in our culture. When we come to recruit, we consider ED&I in all job advertisements and selection criteria to avoid bias. Our Hiring Managers are being trained in unconscious bias to identify and remove biased decisions and we encourage diversity balanced teams. Unconscious bias training for staff is also important in how we deal with our customers too, with underwriting, designing products etc.

3. EQUAL OPPORTUNITIES

TH March strives to create access to opportunities and fair treatment within the organisation we aspire to provide exciting careers and opportunities for all our employees. We will continue to review our workplace policies and practices, further supporting a work environment with equal opportunities.

4. MUTUAL RESPECT

All employees should always treat each other with dignity and respect. Should you feel that you have not been treated fairly in accordance with this policy employees are entitled to raise the matter through the Grievance Policy. The HR Team will provide any guidance and support necessary to achieve this.

Our aim is to foster an inclusive environment, where equity and diversity thrive in support of our vision, mission, and values.

The goal is to create a workplace that promotes engagement and merit, not social identity, to unite all employees. THM Aspirations will be regularly reviewed and updated as we progress through our ED&I journey.

MONITORING AND REVISION OF POLICY

This Policy is reviewed annually by the HR Team and Wellbeing Committee.

Policy last reviewed: September 2022.

We will regularly monitor the effectiveness of this policy to ensure it is achieving the objectives stated in the EOP statement. The company is committed to providing relevant training for all staff on their responsibilities and duties under this policy.