

People



Equality, Diversity, and Inclusion Policy

Policy purpose and values

Renishaw plc recognises the importance of equality, diversity, and inclusion throughout our group of companies. This policy sets out our commitment to develop, maintain and support an equal and diverse workforce both in the UK and internationally in line with relevant in-country legislation. Our aim is to establish an inclusive culture, free from discrimination, harassment, and victimisation.

Scope

This policy applies to all employees, directors, consultants, contractors, and any other individuals engaged in work for the Renishaw Group of companies (“employees”), according to the relevant in-country legislation.

Policy statement

Renishaw plc is committed to developing an equal, diverse, and inclusive workforce and working environment. We embrace diverse thought and perspectives, which in turn boosts innovation and promotes an inclusive culture, free from discrimination, harassment, and victimisation.

All employees are responsible for ensuring compliance with this policy and should be aware of their **personal responsibility** towards other employees, customers, suppliers, and visitors when representing Renishaw and/or on Renishaw premises.

Consequences for breaching this policy may lead to action (including disciplinary action), being taken in line with in-country legislation.

Policy number	Issue number	Effective date	Author	Owner
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HR111	2	27/03/23	Louise Mabbett	Diane Canadine
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1. Our company values

To be truly innovative, there must be an exchange of ideas between diverse groups in line with our company values:

Integrity



We do not tolerate bullying, harassment, or discrimination of any kind

Involvement



We commit to treating each other openly, honestly, and courteously

Innovation



We recognise the significance of a diverse and inclusive workforce for the ability to innovate

Inspiration



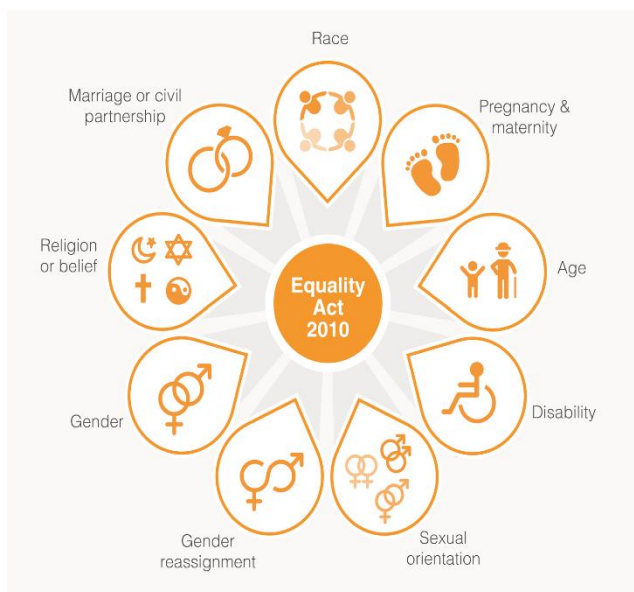
We will continuously look for ways to sustain an inclusive culture and diverse workforce

2. Principles

This policy seeks to ensure our compliance with the requirements of relevant UK legislation and regulation including the Equality Act 2010 and the Modern Slavery Act 2015. This policy will align with the laws and regulations covered by relevant in-country legislation of our overseas subsidiaries and associated companies.

The Equality Act 2010 (UK) protects individuals from unfair treatment and promotes a fair and more equal society. The Equality Act sets out nine “Protected Characteristics”, on the grounds of which it is unlawful to discriminate against an individual.

- a) **Age:** a reference to an individual's age or age group.
- b) **Disability:** a reference to an individual with a physical or mental impairment.
- c) **Gender reassignment:** a reference to an individual who is proposing to undergo, is undergoing, or has undergone a process, or part of a process, for the purpose of reassigning the individual's sex by changing physiological or other attributes of sex.
- d) **Marriage or civil partnership:** a reference to an individual who is married or in a civil partnership.
- e) **Pregnancy and maternity:** a reference to an individual who is pregnant or on maternity leave.
- f) **Race:** a reference to an individual of a particular racial group, which includes colour, nationality, and ethnic or national origins.
- g) **Religion or belief:** a reference to an individual that is a part of any religion or lack of religion, any religious or philosophical belief or lack of a religious or philosophical belief.
- h) **Sex:** a reference to an individual's gender.
- i) **Sexual orientation:** a reference to an individual's sexual orientation.



Employees must not unlawfully discriminate against or harass other individuals including current and former employees, job applicants, clients, customers, suppliers, and visitors.

Unlawful discrimination could take place in the workplace, outside the workplace when dealing with customers, suppliers, or other work-related contacts, or when wearing or displaying Renishaw branded items, or when on work-related trips or events, including social events organised in a Renishaw capacity, and any other situations where you could be recognised as working for Renishaw, or could be thought to be representing Renishaw.

The following forms of discrimination are unlawful and prohibited under this policy:

- a) **Direct discrimination:** treating another individual less favourably due to a protected characteristic.
- b) **Indirect discrimination:** a provision, criterion or practice that applies to all individuals that adversely affects an individual with a protected characteristic more than it would affect an individual without a protected characteristic, and this is not justified.
- c) **Failure to make reasonable adjustments:** a provision, criterion or practice that puts a disabled person at a substantial disadvantage in comparison with an individual who is not disabled and there is a failure to make reasonable adjustments to avoid the disadvantage.
- d) **Harassment:** where an individual engages in unwanted conduct related to a protected characteristic that has the purpose or effect of violating another individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them (including sexual harassment).
- e) **Associative discrimination:** where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic.
- f) **Perceptive discrimination:** where an individual is directly discriminated against or harassed because there is a perception that they have a protected characteristic.
- g) **Victimisation:** where an individual is subject to a detriment because they have supported a complaint, or supported another individual's complaint, or raised a grievance under the Equality Act 2010 or is suspected of doing so.

4. Commitment

Renishaw is committed to supporting, developing, and promoting equality, diversity, and inclusion in all its practices. We seek to achieve this commitment by:

- a) continuing to raise awareness of equality, diversity and inclusion through the committees that have been established.
- b) implementing an open and fair recruitment and selection process.
- c) building a diverse and inclusive workforce that reflects Renishaw's commitment to equality and diversity.
- d) promoting an environment free from discrimination, harassment, bullying and victimisation.
- e) providing training to employees to make them aware of their responsibility for promoting equality, diversity, and inclusion.
- f) providing fair access to training and development opportunities.
- g) taking appropriate action against any individual found to be in breach of this policy.

5. Responsibility

The CEO and Head of Group Human Resources are responsible for:

- a) promoting an organisational culture that is supportive of the benefits of equality, diversity, and inclusion.
- b) ensuring this policy is implemented across all business areas of Renishaw.
- c) reporting on Renishaw's progress and objectives regarding equality, diversity, and inclusion annually via the annual report.

Renishaw's Human Resources department is responsible for:

- a) ensuring employees are aware of Renishaw's commitment to equality, diversity, and inclusion.
- b) working to achieve a more open, equal, and diverse organisation.
- c) regularly reviewing this policy to ensure it remains consistent with the principles of equality and diversity.
- d) challenging behaviour inconsistent with this policy.

Managers are responsible for:

- a) promoting a fair, open, and inclusive work environment.

Employees are responsible for:

- a) complying with this policy and treating all other individuals with respect and dignity whilst working for Renishaw.
- b) informing their manager or Human Resources department about any instances, or potential instances, of discrimination of any employee.

The board of directors is responsible for:

- a) supporting the CEO and Head of Group Human Resources in relation to their responsibilities, in particular promoting a culture that is supportive of the benefits of equality, diversity, and inclusion.
- b) consideration of diversity issues at board and board committee level, including as part of the appointment process and the board's annual evaluation, recognising diversity in all its forms, including in relation to age, gender, ethnicity, sexual orientation, disability and educational, professional and socio-economic backgrounds.
- c) developing a diverse pipeline for succession to senior management and board roles.
- d) working towards greater diversity at board level, having regard to the targets set out in the Financial Conduct Authority's Listing Rules, being:
 - at least 40% of the individuals on the board are women;
 - at least one of the positions of Chair, Chief Executive Officer, Senior Independent Director or Finance Director/Chief Financial Officer is held by a woman; and
 - at least one individual on the board is from a minority ethnic background.

6. Monitoring



Within the framework of applicable country legislation, Renishaw will review allowable diversity data to make sure our employment processes are fair in achieving the aims of this policy.

This information will be held in confidence and will only be used for the purpose of analysing and promoting equality, diversity, and inclusion throughout Renishaw.

We will undertake a formal review of this policy at regular intervals on or after a significant change in our business operations or legislation. We reserve the right to amend this policy if required.

7. Breaches

If you become aware of, or believe, (in good faith) that, a breach of the Equality, Diversity and Inclusion Policy is about to be, or has taken place, you should report this immediately via one of the following channels:

Your line manager	
Your local Human Resources representative	Global HR - Home (sharepoint.com)
	 <p>To file or follow up on a report, scan this code with your mobile device.</p>

We take a strict approach towards breaches of this policy. A breach of this policy will be dealt with in accordance with in-country disciplinary procedures.

Serious breaches of this policy and/or deliberate discrimination may amount to gross misconduct resulting in dismissal without notice.

8. Related policies

- Disciplinary policy
- Grievance policy
- Speak Up Policy

