

# Yorkshire Building Society

## Inclusion Policy Statement

## Introduction

We aspire to develop a culture where diversity and inclusion are more than just words - they're fundamental values embedded in our attitudes and actions.

We believe the diverse voices of our colleague should be celebrated. After all, it's the unique experiences and contributions of each colleague that enrich the Society and connects us closer to our members and the communities we serve.

It's key to us that where we can, we remove and minimise any barriers that might prevent colleagues from achieving their full potential. We're committed to nurturing a secure and supportive environment where all colleagues are empowered to be their brilliant selves and can contribute to the success of the Society.

## Our approach to Inclusion

Our approach embodies not only the principles but the spirit of The Equality Act 2010. We commit to making sure there's no unjustified discrimination in the recruitment, retention, training and development of colleagues on the basis of age, disability, gender including transgender, sex, marital status including civil partnerships, pregnancy and maternity, race/ethnicity, religion and belief, sexual orientation, trade union activity or membership, work pattern or on any other factors which are irrelevant to decision-making.

As colleagues at YBS, we all have a shared responsibility that goes beyond our roles, departments and location - treating one another with decency and fairness. Everyone has the right to be treated with respect and dignity which is why any form of discrimination, victimisation or harassment is unacceptable. All complaints of discrimination will be investigated and further steps will be taken where appropriate.

Colleague input is important in shaping our Inclusion policy statement and guide which is why we'll review both on an annual basis, making sure they're current and reflective of our approach.