



N O R C R O S

# **Group Diversity, Equity & Inclusion Policy**

**April 2025**

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## 1 Introduction and Policy

At Norcros we are dedicated to fostering an inclusive and ethical work environment that reflects our support for our employees in the moments that matter in work and in life. Guided by the principles of the UK Corporate Governance Code, we prioritise effective leadership, transparent operations, and meaningful engagement with all stakeholders. To that end, our policies are designed to ensure that our practices are progressive and promote a collaborative culture in which everything that we do is rooted in care, courage, connection and common sense, contributing to sustainable success for all.

Norcros has a positive commitment to Diversity, Equity, and Inclusion, and this is our DE&I Policy. We believe that a diverse and inclusive organisation promotes greater innovation and more effective decision making. Our Code of Ethics and Standards of Business Conduct sets out our overall approach, in which all employees are encouraged to advance within the Group and have equal opportunities to do so, subject to them possessing the necessary skills and aptitudes.

Overall responsibility for this policy lies with the Board of Directors, and the Executive Team are delegated responsibility for its implementation.

## 2 Definitions

It is important that we are all clear as to what we mean by these terms:

- *Diversity*: using data to measure the variety within our workforce, against a specific set of demographic criteria.
- *Equity*: ensuring our organisational framework (policy, legal, ways of working etc.) provides fairness and equality of opportunity for everyone.
- *Inclusion*: creating a culture where everyone feels they belong and are valued.

## 3 Our Commitments

- Norcros is committed to eliminating discrimination and encouraging diversity amongst our people.
- We aim to represent all sections of society.
- Each employee should feel respected and able to give of their best.

## 4 Our Policies

Our policy is to provide equity for all of our people and not to discriminate on grounds of race, colour, national origin, family responsibility, trade union membership, sex or gender identity, sexual orientation, age, religion or belief, disability status, social background, political opinion and sensitive medical conditions, or any other category protected under applicable legislation in any jurisdiction in which we operate.

Norcros opposes all forms of unlawful and unfair discrimination and does not tolerate any form of workplace harassment, including sexual harassment. All our employees will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability, after making reasonable adjustments where appropriate.

All our employees are included and valued. We will encourage everyone to develop their full potential so that talents and resources are used to achieve our personal and business objectives.

The Board is committed to gender equality, which includes equality of pay between men and women.

## 5 What we will do to make this Policy Effective

Norcros will:

- Provide everybody with the same opportunities for training and promotion.
- Train people in Diversity, Equity and Inclusion.
- Ensure everybody knows, understands and abides by this Policy.
- Take a no-tolerance approach to any form of intimidation, bullying or harassment.
- Monitor our recruitment procedures regularly.
- Review this Policy each year.

Thomas Willcocks  
Chief Executive Officer, Norcross plc

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