



EQUALITY & DIVERSITY POLICY

Applicable to Curlew Capital Ltd, its subsidiaries and funds under its management collectively referred to as 'Curlew'.

Equality and diversity are integral to Curlew Student Trust's values. We will always support inter-faith and inter-cultural dialogue and understanding and engage with people from all social, cultural and economic backgrounds.

As part of our commitment to this policy, we will ensure that our all our operations and recruitment procedures are free from discrimination across all nine protected characteristics:

- Disability
- Gender
- Race
- Age
- Religion or belief
- Sexual orientation
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy and Maternity

Our engagement is also demonstrated by our commitment to the United Nations Global Compact and through our operations, the procurement of goods and services, our workforce and our relationships with our service providers we will strive to:

- Meet all legal equality duties, exceeding them where we can, and follow Codes of Practice published by the Equality and Human Rights Commission.
- Publish information to demonstrate our commitment the Equality & Diversity in our annual Sustainability Report including information relating to employees and to others affected by our policies and practices, such as our service providers.
- Integrate equality considerations into all relevant areas of our operations.
- Ensure that our jobs are accessible to all people and that our workforce is diverse and representative of the local community.
- Treat our staff equitably in all areas of employment, including career development, pay, training and promotion.
- Tackle harassment and bullying in the workplace.
- Improve consultation with staff.
- Tackle all forms of hate crime and harassment and promote safety and security.
- Uphold the right of all staff, including the staff of our service providers, to be treated with dignity and respect by fostering an environment free from ridicule, bullying, intimidation and victimization.

Paul Oliver
CEO

V1 January 2022
