

Equality, Diversity and Inclusion Policy

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At Purplebricks we passionately believe that a diverse and inclusive society is a stronger one. We want every individual working for or with us to feel recognised and valued for their unique identity. When we celebrate and value difference and create an environment where everyone can be themselves, we not only perform better, driving innovation and creativity, we also represent our customers better.

Who is this policy for?

Everyone working for or with the company has a responsibility not to conduct themselves in a way which is offensive or discriminatory towards others. This means always treating others including employees, visitors, customers and suppliers with dignity and respect, avoiding any words or conduct which could cause offence and speaking up if they witness or become aware of any instances of discrimination (including victimization and harassment).

Types of discrimination include:

- Face to Face – verbal and physical
- Virtually (online)
- Written Behaviour

Purplebricks takes a Zero tolerance approach to any form of Discrimination, Harassment and Victimisation and is committed to compliance with the Equality Act 2010. Employees found to be in breach of this policy will be liable for disciplinary action. In serious cases, discriminatory behavior may be deemed as gross misconduct and result in dismissal.

What should you do if you experience discrimination?

Any employee who feels they have been discriminated against (including victimization and harassment) should talk to their line manager in the first instance. If this is not possible, they should talk to their line managers manager or a member of The People Team.

In some cases, it may be possible and sufficient to explain clearly to the individual engaging in the unwanted conduct that the behavior in question is not acceptable and that it needs to stop. If the employee feels that they need to make a more formal complaint, they are encouraged to raise the matter through the Grievance procedure (details of which can be found in the Grievance Policy and Procedure)

We treat any allegation of discrimination extremely seriously and will endeavor to make sure the situation is handled sensitively. An informal or formal investigation will be carried out as appropriate and support provided to all concerned.



Guidance for Managers

Managers and Supervisors of teams must play a key role in creating environments where individuals don't just come to Purplebricks to work but to feel that they belong, no matter who they are, what they look like or where they come from. It is imperative that all Managers and Supervisors work hard to reinforce our Diversity and Inclusion commitments through day to day activities with their teams. They are required to play a critical part in identifying any behaviours that are not acceptable and take action to prevent the likelihood of any harassment, victimisation or discrimination occurring. It is also crucial that Managers and Supervisors create an environment in which individuals feel comfortable to share any incidents or behavior that is not acceptable.

All Managers are expected to carry out thorough investigations into any complaints of discrimination against a member of their team and are expected to do this in a confidential, supportive and sensitive manner. If managers fail to take reasonable steps to stop behavior or actions recognised as unlawful discrimination, they, along with the company, may be held legally responsible.

Check out the 'You and Your People' section on The Workplace Knowledge Hub for further support and information.

What are Purplebricks doing to educate their people?

Purplebricks recognise the importance of ensuring the conversation around Diversity and Inclusion is continuous. We frequently come up with initiatives to educate our people and raise awareness of topics sitting under the umbrella of diversity and inclusion. This in turn supports us to create a more inclusive environment where people feel comfortable to be themselves, no matter who they are.

Attracting and recruiting diverse talent

Purplebricks is a diverse and inclusive organisation and welcomes applications from a diverse pool of candidates. In interviews, the focus remains on whether the applicant has the relevant skills, qualities and experience to do the job.

Further information

For further information on the different types of Discrimination please see the **'Equality and Diversity Discrimination types'** document stored in the Knowledge Hub under *1. The Serious Stuff*.

