

Diversity Policy

Introduction

BGEO Group PLC (the “Company”) is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. The Board embraces diversity in all its forms. Diversity of skills, background, experience, knowledge, outlook, approach, gender, nationality and ethnicity, amongst other factors, will be taken into consideration when seeking to make any new appointment within the business, whether an employee, client, supplier or contractor. Diversity is not always an easily measured characteristic, such as gender. Diversity of outlook and approach is hard to measure but may be equally as important.

All employees are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the disciplinary policy.

The policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements.

All Employees

Recruitment and Selection

The recruitment and selection process is crucially important to our Diversity Policy. We will endeavour, through appropriate training, to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions. All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.

Job descriptions will be in line with the policy and job requirements will be reflected accurately in any personnel specifications. We will adopt a consistent, non-discriminatory approach to the advertising of vacancies and we will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group. All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

Short listing and interviewing will be carried out by more than one person where possible. Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.

Training and Promotion

Diversity will be integrated into all mainstream training and development programmes and all promotions will be in line with this policy. Promotion and development will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

Board

As with any selection process, all Board appointments will be made based on merit. However, the Board adopts this Diversity Policy for their own selection and recruitment process. The Board has noted the recommendation in Lord Davies’ final report on women on boards that a target of 33% female board representation be achieved by FTSE 350 companies by 2020. The Board aims to increase the number of women on the Board to two by mid-2018 and further increase this number thereafter.

Monitoring and Reporting

The Company's Annual Report includes a separate report from the Nomination Committee describing its work, including the process followed in respect of Board appointments and how this policy has been applied.

Review of the Policy

This policy will be reviewed annually by the Nomination Committee which will assess the effectiveness of the policy. The Nomination Committee will consider any revisions required and recommend any changes to the Board for approval.