

## **JCB FINANCE**

### **MANAGING DIVERSITY**

#### **What is JCB Finance's Policy on Managing Diversity?**

#### **Diversity and Equal Opportunities Defined**

JCB Finance Ltd (the 'Company') believes diversity is the presence of a wide range of variation in the qualities and attributes of its staff, suppliers and customers. The Company follows a strict equal opportunities policy to ensure its staff, suppliers and customers are not discriminated against on the grounds of racial, ethnic, gender, cultural, disability, sexual orientation, age and social differences.

#### **Policy Purpose & Scope**

The Company is committed to valuing and promoting Diversity in all areas of our business including customer service, recruitment, employment, training and promotion. The Company will work towards an environment that is based on meritocracy and inclusiveness, where all employees can develop their full potential, irrespective of their race, gender, marital status, age, disability, religious belief, political opinion, or sexual orientation.

This policy applies to all employees of JCB Finance Ltd, part of The Royal Bank of Scotland Group plc.

#### **Employer's Responsibility**

- To comply with the letter and spirit of this policy.
- To value diversity in society and in our workforce as a means of broadening the Company's talent base, achieving the highest levels of performance, and enabling all employees to reach their full potential.
- To identify the various behaviours and barriers that discrimination can take, and understand the negative effect these can have on the Company and its' employees and customers.
- To dispel the myth that only certain types of people are suitable for certain types of jobs or training.
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To monitor the application of the Managing Diversity Policy, and work towards eliminating any discriminatory practices which may be limiting the Company's ability to achieve its' objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of the Company's employees, shareholders, customers, and the public at large.

#### **Employee Responsibility**

- To comply with the letter and spirit of this policy.
- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on the Company, your customers and colleagues.
- To be sensitive to the potential impact of your own behaviour on colleagues, customers and job applicants.
- To co-operate with management in the elimination of any discriminatory practices which may be identified.