

Diversity & Inclusion Policy

Board Diversity

The full TAH board takes into account factors such as the skills, expertise, experience (including commercial and/or industry experience) and diversity of backgrounds in assessing candidates to be nominated as directors. Board composition is considered annually to reflect a broad range of skills, background and experience.

Principles

The Company is committed to maintaining a culture that fosters diversity and inclusion. We will

- Not tolerate discrimination of any kind (including on the grounds of gender, age, nationality, ethnicity, disability or sexual orientation)
- Comply with all relevant human rights laws
- Promote a culture that delivers best outcomes to our patients and clients.

People

We believe our people are our strength and are committed to providing equal employment opportunities for our people, and an environment where everyone has the opportunity to reach their full potential.

We value the differences our people bring as we believe this creates a diversity of thinking that forms the foundations of our culture. We strive to develop a Diversity & Inclusion Policy workforce consisting of individuals with diverse skills, values, backgrounds, ethnicities and experiences.

This commitment to diversity and inclusion means ensuring that no individual is excluded from a position, for which they are skilled and qualified, by inappropriate systems, practices and attitudes. It also means eliminating barriers to ensure that everyone is considered for the employment of their choice and that our people have the opportunity to perform to their full potential.

We recognise that flexible working arrangements assist diversity, and we endorse remote working.

Inclusive Culture

We believe that an inclusive culture is essential for diversity to thrive. We are committed to fostering an inclusive workplace where our contractors, directors and employees feel they are treated fairly, and their contributions are respected and valued. We believe this promotes continuous questioning and continuous improvement which builds innovative and high performing teams. We pay equally for equivalent roles and equivalent experience irrespective of gender (or any other factor). Our clients are traditionally older adults, and we recognise that to service them properly we need to be respectful and understanding of their needs.

Objectives and Training

The Company is working to develop measurable diversity and inclusion objectives that it can review and report against annually. It is also developing a framework for training and education to ensure that all of our people are aware of the benefits of embracing diversity and inclusion.