



Accessibility Statement

We are committed to conducting our business responsibly, ethically and inclusively. As a global organisation, we recognise our responsibility to respect human rights, protect individual privacy, promote equality and inclusion, prevent exploitative labour practices, and provide accessible experiences for our customers, employees, suppliers and other stakeholders.

Our policies, procedures and business practices are designed to meet applicable legal and regulatory requirements and to reflect recognised international standards of responsible business conduct.

Equality, Diversity & Inclusion

We are committed to maintaining an inclusive environment in which all individuals are treated fairly, respectfully and with dignity. We do not tolerate unlawful discrimination, harassment or victimisation in our workplace, business operations or interactions with customers, suppliers, contractors or business partners.

Within the United Kingdom, our approach reflects the principles and applicable requirements of the **Equality Act 2010**, including protections relating to the legally recognised protected characteristics. We seek to ensure that recruitment, employment, development, remuneration, customer interactions and other relevant business activities are conducted fairly and without unlawful discrimination.

We continually review our practices to promote equality, diversity and inclusion across our organisation and, where appropriate, our wider supply chain.

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