

## Exterion Media's Aims for Equality and Diversity Policy Statement

We are a business which recognises the contribution of all our employees, contractors and suppliers. Our aims are to be supportive, fair, just and free from discrimination. In line with these objectives, we will not tolerate discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We will actively promote equality and diversity; and ensure that the legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into all our working practices.

### Action

Our vision for equality and diversity goes beyond establishing leading edge processes to ensure we meet changing equality and diversity requirements and expectations. As part of our interaction with our employees, contractors and suppliers, we will endeavour to be pro-active and monitor progress made towards meeting our objectives to:

- Encourage diversity and eliminate unfair treatment and discrimination through a comprehensive range of policies and procedures.
- Recognise that employees have rights to work in a supportive, safe and harassment-free environment and have individual and collective responsibility to value and respect each other's contributions.

### Discrimination and Victimisation

- We respect and uphold the dignity of all our employees, contractors and suppliers and value the contribution they make in the workplace. We are committed to providing a working environment that is free from bullying and harassment and where everyone is treated with dignity and respect as covered in our Equality and Diversity Policy.

### Accessibility

Exterion Media's vision is to uphold an environment in which all people have equal, dignified and ease of access to our services through the full range of Exterion Media products. We want to eliminate discrimination and promote equality of opportunity throughout Exterion Media. We are committed to Exterion Media being fully accessible and inclusive, as befits one of the largest out of home advertising companies in the UK. Exterion Media is actively working to increase and improve the usability and accessibility of our services and resources and in doing so aim to exceed our legal, moral and ethical obligations.

## Procurement

In respect of our procurement activities:

- We will endeavour to ensure that the purchase of goods, services and facilities is undertaken in line with our equality and diversity commitments;
- We will endeavour to use suppliers who share our values on equality of opportunity and diversity;
- We will endeavour to establish procedures to ensure that businesses from diverse communities have an equal opportunity of competing for collaborative procurement contracts to supply goods and services to Exterior Media;
- We will endeavour to influence our external partners to ensure that they are inclusive and uphold the principles of equality and diversity mindfulness.

## Employment

In regard to employment:

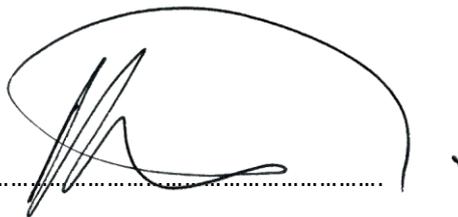
- We will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of employees employed in any post;
- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all;
- We will develop employees in order that they understand the context of and the specific issues influencing equality and diversity;
- All employees of Exterior Media are required to comply with our equality aims and to treat colleagues with dignity and respect and;
- We support and adhere to family-friendly and flexible working policies.

## Communication of Policy Statement

This Policy Statement will be communicated to all members of Exterior Media via the Equality and Diversity pages on the Exterior Media intranet. New employees will be briefed on the content of the Policy Statement during the induction process. The Policy statement will also be uploaded to our external website.

August 2015

Signature .....



**Jason Cotterrell**  
**Managing Director**