



Equality & Diversity Policy Statement

Aurora believes in the strength of diversity and inclusion, and we know that embracing this helps us to create a respectful, honest, innovative, and positive environment to work in.

Having employees with different experiences, genders, ages, ethnicities, personalities, and different ways of thinking, strengthens us and helps us to accomplish more as a business.

By having a diverse team, we can provide our company and our clients with a variety of skills, ideas, methods, and knowledge. We believe that everyone employed by Aurora should have the chance to realise their full potential, and we do this by embedding a value for diverse and inclusive thinking and a rich contribution into our culture.

Aurora's business activities comply with all applicable laws, including those addressing equal opportunity.

Activities such as hiring, promotion and compensation of employees, are conducted without regard to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation (Protected Characteristics).

In the Aurora Group we have no place for any form of discrimination, harassment, inappropriate and/ or unprofessional behaviour and fully support the reporting of concerns without fear of reprisal, as manifested in our policies.

Every manager within Aurora is responsible for abiding by our policy, and all applicable laws on this subject, and for upholding our commitment to workforce inclusion and diversity.

Metrics:

- Our recruitment procedures will be reviewed regularly to ensure that individuals are treated on the basis of their relevant merits and abilities.
- Workforce composition and promotions will be regularly monitored to ensure equality of opportunity at all levels of the organisation.
- Our conditions of service, benefits and facilities are reviewed regularly to ensure that they are available to all who should have access to them and that there are no unlawful obstacles to accessing them.

Doug Duguid
CEO