



## Equality, Diversity, and Inclusion Statement

At Hive, we are dedicated to creating an inclusive and respectful environment where everyone can thrive. As an equal opportunity employer, we are committed to fairness and transparency across all aspects of employment, from recruitment and development to pay, training, and progression. We recognise and value the diverse backgrounds and perspectives of our team, creating a culture where everyone feels respected and empowered.

We ensure all recruitment, training, and development decisions are based on an individual's skills, experience, and qualifications, regardless of race, religion or belief, sex, sexual orientation, pregnancy or maternity, gender reassignment, age, marital status, or disability. These are collectively known as "Protected Characteristics," and we work actively to create an environment where these characteristics are respected and valued.

At Hive, we are proactive in preventing and addressing any form of harassment, bullying, or discrimination. We provide a supportive workplace free from unfair treatment and take all reports of misconduct seriously, with measures in place to reinforce our commitment to a respectful and inclusive culture.

We are proud to lead the way in our sector in achieving and maintaining pay parity, ensuring equal pay regardless of gender.

For team members with disabilities, we hold the Disability Confident accreditation and are committed to making reasonable adjustments to ensure accessibility and success at work. We encourage open communication and will collaborate with individuals to identify adjustments that help them thrive.

We continually monitor and review our Equality, Diversity, and Inclusion (ED&I) position as part of our overall business strategy, knowing that a diverse and inclusive team enhances our creativity, decision-making, and commitment to excellence. At Hive, our people are at the core of who we are, and we celebrate the diversity of our team.