



Diversity and Inclusion Policy

GPA is committed to providing a safe, diverse and inclusive workplace. We are committed to treating all individuals, our employees, and the communities in which we operate, with fairness and respect.

This commitment is embedded in our organisational values and we understand that diversity inclusion and elimination of discrimination adds value to our business, supports higher performance and job satisfaction for our employees, and delivers better outcomes for our clients.

These values reflect what we stand for, help us work as one team, and represent our commitment to each other.

Our commitment to diversity and inclusion means that GPA will:

1. Create an environment in which individual differences and the contributions of all team members are recognised and valued.
2. Have a workplace where people feel welcome and are safe, respected, connected and supported.
3. Have zero tolerance towards discrimination, harassment, bullying and biased behaviour.
4. Ensure that policies, practices, systems, and processes are free from biases, providing a fair and equitable workplace culture.

We aim to achieve a more diverse and inclusive workplace through the following actions:

1. Attracting and retaining team members with a diverse mix of skills, perspectives and experience.
2. Embedding flexibility in the way we work.
3. Reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these where required.
4. Not tolerating any form of intimidation, bullying, or harassment.
5. Providing training on recognising, reporting and responding to claims of bias, harassment and discrimination.
6. Ensuring all salaries are fair and equitable through an annual remuneration review.
7. Making training, mentoring, development and progression opportunities available to all staff.
8. Promoting diversity in our workforce.

This policy will be communicated and understood by all staff and will be available to relevant interested parties.

GPA's Diversity and Inclusion policy has the unconditional support of the company directors and senior management.

Sean Flaherty
Managing Director

19th March 2025