

## Equality and diversity

The Pension Protection Fund (PPF) is committed to supporting, developing and promoting diversity and equality in all of its employment practices and activities. We aim to establish an inclusive culture free from discrimination and based on fairness, dignity and respect. The PPF support and develop employees by providing everyone with access to facilities, personal and career development opportunities and employment on an equal basis regardless of race, national or ethnic origin, disability, age, gender, sexual orientation, transgender identity or religion/belief.

The PPF values diversity and recognises that the organisation is greatly enhanced by the different range of backgrounds, experiences, views, beliefs and cultures represented within its employees. The PPF aims to embrace diversity and recognise the expertise and ability of each individual.

The PPF aims to ensure that it does not unlawfully or unfairly discriminate against individuals on the grounds of their race, national or ethnic origin, disability, age, gender, sexual orientation, transgender identity or religion/belief. Direct discrimination consists of treating an individual less favourably than others are or would be treated in the same or similar circumstances. Indirect discrimination consists of applying a requirement or condition which although applied equally to all individuals in fact operates so as to disproportionately exclude individuals of a particular group and which is to their detriment. Decisions concerning recruitment, selection, training, promotion, discipline, provision of benefits, redundancy and career development are based on objective, non-discriminatory and job related criteria.

### Implementation and monitoring

To ensure effective compliance with the policy on equality and diversity, the PPF provide appropriate training and awareness raising for all employees. The PPF monitors equal opportunities and its progress in achieving its equality objectives. Where barriers to equality and diversity are identified, changes will be made to relevant policies or procedures.

### Equality objectives

The PPF is committed to the promotion of equal opportunities and diversity both internally, through our HR and management functions, and externally – in our work to promote fair pensions.