

# ST MARTINS

Hospitality Limited

## Diversity & Inclusion Statement

At St Martins Hospitality Limited, we are committed to fostering a diverse and inclusive environment that celebrates the uniqueness of every individual. We believe that embracing diversity in all its forms enriches our working culture, enhances our guest/customer experiences, and drives innovation.

### Our Commitment

#### Respect and Dignity

We value every team member, guest, customer and partner, irrespective of their background, identity, race, ethnicity, gender, sexual orientation, age, disability, or religion. We promote a workplace and customer experience that is free from discrimination, harassment, and bias.

#### Equal Opportunities

We provide equal opportunities for professional growth and development to all employees. Our hiring, promotion, and training processes are based on merit, skills, and qualifications, ensuring a fair and transparent evaluation for everyone.

#### Inclusive Environment

We strive to create an inclusive environment where all voices are heard, and where diverse perspectives contribute to decision-making and problem-solving. Our aim is to make everyone feel valued, included, and empowered.

#### Guest/Customer Experience

We are committed to offering an inclusive guest/customer experience that caters to the needs of all individuals. Wherever possible, our facilities and services are designed to be accessible and accommodating, ensuring that every guest feels comfortable and welcome.

#### Supplier Diversity

We actively seek to collaborate with suppliers and partners who share our commitment to diversity and inclusion.

#### Continuous Learning

We understand that creating an inclusive culture requires ongoing education and awareness. We are committed to providing resources and training to our team members to foster understanding, empathy, and cultural competence.

#### Accountability

Every member of the St Martins Hospitality Limited team, including employees and partners, is responsible for upholding our diversity and inclusion principles. We encourage open communication and reporting of any concerns related to discrimination, harassment, or bias.

## **Leadership**

The leadership team at St Martins Hospitality Limited are dedicated to leading by example and championing diversity and inclusion initiatives. Our commitment to these principles starts at the top and permeates throughout our business.

By embracing diversity and inclusion, we not only create a vibrant and welcoming environment, but also drive innovation, enhance guest/customer experiences, and contribute to the betterment of our community.

A handwritten signature in black ink, appearing to read 'Nigel Jobson', with a stylized flourish at the end.

Nigel Jobson  
Business Director  
St Martins Hospitality Limited

1<sup>st</sup> March 2024