

Matter Real Estate LLP

Diversity and Inclusion Policy

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Introduction

- 1.1 We're committed to providing an inclusive workplace where all forms of difference are valued, and which is free from any form of unfair or unlawful treatment.

We define diversity in its broadest sense and support a culture that values fairness and transparency. We fully support the right of all people to be treated with respect and dignity.

Policy statement

- 2.1 Colleagues who experience any unfair treatment or discrimination at work should report these issues to David Christie, CEO Matter Real Estate.

Diversity and Inclusion Principles

- 3.1 We do not tolerate any unfair treatment or discrimination (direct, indirect, harassment, victimisation or any other form of discrimination).
- 3.2 We encourage and value a diverse workforce at all levels in the Company, including our Board and Executive/Senior Leadership team. We value diversity and inclusion in the partners who work with us.
- 3.3 We seek to build a diverse workforce through inclusive talent attraction, acquisition, employment, development and engagement with the Company. We always appoint on the basis of merit.
- 3.4 We treat each other fairly and respectfully and understand it is everyone's responsibility to create an inclusive workplace. To build an inclusive workplace we include colleague perspectives and experience and co-create where possible. We collaborate across all to bring diversity of thought, which helps us to be more effective for our investors, clients, partners and other stakeholders.
- 3.5 We treat everyone fairly based on ability and skill, regardless of any personal characteristics (whether actual, perceived or associated). These characteristics could include, but are not limited to, those protected in legislation in the countries where we operate. We comply with inclusion, diversity and equality priorities, and local legislation and regulations in all countries that we operate in.

Diversity and Inclusion Policy

- 3.6 All colleagues are responsible for ensuring they understand what constitutes unfair treatment and discrimination and that this is unacceptable, by completing annual training on diversity and inclusion principles.
- 3.7 We will make positive and proactive reasonable changes to ensure equitable access to suitable opportunities and roles if a colleague has a disability or additional needs.¹
- 3.8 Behaviours and actions which breach this policy may result in disciplinary action for colleagues, up to and including dismissal, which will be taken in line with local legal requirements.

¹ In line with the UK Disability Discrimination Act 1995,
<https://www.legislation.gov.uk/ukpga/1995/50/section/4A>

Appendix 1

[UK Equality Act 2010 definitions of discrimination, harassment, victimisation](#)

Discrimination can come in one of the following forms:

- direct discrimination - treating someone with a protected characteristic less favourably than others
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- harassment - unwanted behaviour (physical, verbal or non-verbal conduct) linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them. It can be a one-off occurrence or something that is repeated
- victimisation - treating someone unfairly because they have complained about discrimination or harassment

Protected characteristics are characteristics which are protected by law. In the UK Equality Act 2010, there are nine protected characteristics. They are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

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