



Creating a climate for success: a summary of our global anti- discrimination policy



Summary of our Global Anti-Discrimination Policy

We're committed to developing a diverse workforce and an inclusive working environment. We believe that people from different backgrounds and cultures give us different perspectives. And the more perspectives we have, the more successful we'll be. By building a culture of respect and appreciation, we give everyone who works here the opportunity to realise their full potential.

To do this, we need a working environment free from discrimination and harassment, where all employees are treated and treat others with dignity and respect, and in which all decisions are based on merit.

We never discriminate on the basis of race, colour, religion, gender, gender identity, age, sexual orientation, marital status, disability or any other characteristic protected by applicable laws. Our policy sets out the high standards we expect of all employees, at every level and in every part of our business.

All leaders are expected to lead their teams in an ethical manner, and strive to succeed by building diverse teams and an inclusive working environment.

Our policy will ensure that:

- we do not tolerate bullying, harassment or discrimination of any kind and encourage employees to take action about any instance which they experience or observe;
- we value diversity and promote equal opportunities for all employees in a workplace free from discrimination;

Employee's Responsibility

- treat everyone you meet in the course of business with fairness, respect and dignity;
- speak up if you witness, or are aware of, any behaviour which you believe constitutes bullying, harassment or discrimination;
- not behave in a manner that is disrespectful, bullying, intimidating, offensive or malicious, or make jokes which are discriminatory or inappropriate;
- not engage in sexual harassment including unwelcome physical contact, expressions, gestures, comments or invitations;

Manager's responsibility

- Responsibilities of the employee plus;
- as a manager, not excluding others from projects, discussions and opportunities due to their race, colour, religion, gender, gender identity, age, sexual orientation, marital status, disability, or any other protected characteristics as required by law.

Common terms

Agency workers

Agency workers are supplied by an employment agency to undertake specific tasks. There is no contract of employment between agency employees and Rolls-Royce. They are not employed by Rolls-Royce.

Bullying

Bullying is offensive, intimidating, malicious or insulting behaviour that can make a person feel vulnerable, upset, humiliated, undermined or threatened.

Contractors

Individuals undertaking a subcontracted package of work, which has been awarded to them either individually as a self-employed contractor or to an independent company they work for. They are not employed by Rolls-Royce.

Discrimination

The unjust or prejudicial treatment of an individual or group of people because of, or for a reason related to, a characteristic protected by applicable law.

Protected characteristic

A characteristic, such as age or gender or race, for example, that is protected by applicable law.

Diversity

Diversity is 'difference'; the difference between one individual's unique characteristics, qualities, experience, background and approach and another's.

Inclusion

Inclusion is 'valuing difference'. In our company it describes a working environment where people have the freedom to approach business goals in a variety of ways. Different ways of looking at the world are valued and people are free to contribute to their full potential.

Equal opportunities

A key principle of non-discrimination. A workplace free from discrimination where everyone is treated fairly, and where opportunities for learning, development, and progression are available for all

Harassment

Harassment is any unwanted physical, verbal or non-verbal conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. Harassment can be one-off, repeated or continual conduct.