



EQUALITY, DIVERSITY & HUMAN RIGHTS POLICY

A POWER HOUSE OF EXPERIENCE

POLICY

Wells is committed to provide an inclusive, respectful and diverse work environment. To have a workplace culture for our employees, customers and all stakeholders, that does not tolerate any form of discrimination, by direct or indirect, harassment or victimization, such as:

- Race / Ethnicity, Religion, Gender, Age, Sex or Disability.

We understand and respect the economic, social and cultural rights including the right to fair employment conditions as both an employer and a service provider. Wells' duty is to act in a manner which is higher than the legislative requirements.

In order to achieve growth and success in today's environment we need to fully engage all of the talent, potential and ability of every member of our team.

MANAGEMENT RESPONSIBILITIES

- We have a responsibility to achieve the highest standards of service whilst recognising differences, and will continue to take every appropriate opportunity to strengthen our approach to equality and diversity in the design and delivery of our business.
- We will regularly review our functions, policies and practices in accordance with the applicable laws.
- We acknowledge our obligation to provide education and training to our employees and a personal responsibility to implement and promote Equality, Diversity & Human rights in our day-to-day contact with employees and service users, with each other and business partners.

EMPLOYEES RESPONSIBILITIES

- All Wells employees and contractors are responsible for their personal conduct and activities in any working environment.
- We will recognize and respect individual as well as group differences, and place value on the richness that diversity brings.
- We will speak up when this policy has been breached and will not condone any form of discrimination.

Justin Peterson

Chief Executive Officer (March, 2024)



INDEPENDENT SERVICE PROVIDER OF CHOICE