EQUALITY, DIVERSITY & INCLUSION POLICY

ABOUT THIS POLICY

The Restaurant Group (TRG) is committed to promoting equality of opportunity for all employees and job applicants. We value our diverse workforce and oppose all forms of discrimination of any kind. We strongly believe that every employee should be valued for their individual talents regardless of age, disability, gender (or gender reassignment), sexual orientation, marital or civil partner status, pregnancy or maternity, colour, ethnic or national origin, religion or belief.

This policy sets out the baseline standards for The Restaurant Group's UK and Ireland operations. Individual divisions or brands may choose to adopt further policies and procedures, or implement additional requirements, provided they are not inconsistent with this policy.

CULTURE

We aim to create a working environment for every employee that is free from fear or hate, where there is mutual respect, and everyone can be themselves working harmoniously. Everyone is treated fairly, with dignity, courtesy, respect and kindness at all times with equal opportunities for everyone.

WHO EDI APPLIES TO

All individuals who work for the company, contractors, agency workers and any third parties.

OUR EDI AIMS

- To establish a working environment free from discrimination, harassment, bullying or victimisation.
- To ensure all employees or people otherwise engaged by TRG, receive equal treatment.
- To employ a workforce that reflects our diverse customer base and the local population.
- To ensure the consistent application of this Equality, Diversity & Inclusion Policy across TRG.

TRG promotes EDI and has zero tolerance towards any form of discrimination.

PRINCIPLES

Our principles of non-discrimination and equality apply to the way our employees conduct themselves at work or when acting as company ambassadors for example at work related social events or on company social media sites which may have an impact on other employees, customers or the business generally.

Our 3 main EDI principles:

1. Zero tolerance – as a group we all stand united against discrimination of any kind and we will not tolerate it in any of our workplaces.

2. A safe haven – committed to creating a safe place where people can speak up and be safe guarded and do not face intolerance, hate or injustice, where they can be open and their true self.

3. Mutual respect – a place built on mutual respect for one another – on understanding and empathy.

RESPONSIBILITIES

All TRG UK employees have a responsibility to comply with this policy regardless of position.

Managers have an additional responsibility to ensure this policy is implemented by all they manage and their managerial colleagues and to lead by example. Managers must take action if they become aware of breaches of the policy.

Anyone who works for TRG who is found to have acted in breach of this policy will be subject to disciplinary action which could include summary dismissal and if serious reported to the authorities.

The Restaurant Group reserves the right to amend this policy at any time.

Reviewed/updated: October 2026
Approved for renewal by the Chief People Officer: 13 October 2026