

HIP V. HYPE is intent on providing a Fair Workplace to ensure Our People are happy, our work is as good as it possibly can be and we set a positive example.

At HIP V. HYPE we value skills, experience, imagination and creativity but above all else we aim to provide a workplace that is diverse, flexible, rewarding, inspiring, demanding yet reasonable and importantly fun. Our workplace is considered and offers opportunities for people with varying needs, competencies and aspirations and we encourage personal and professional development.

### OUR COMMITMENT

We care for Our People as individuals, value their passions and interests outside our operations and acknowledge the value, richness and perspective this brings to what they do and in turn what we do.

A diverse team enables a robust exchange of ideas and approaches. It allows us to be better at what we do and gives us a better perspective as to why we're doing it. We believe teams with diversity of gender, race, age, qualification and experience have better and more considered collective problem solving skills.

### OBJECTIVES

We are committed to creating a positive workplace that is free from all forms of unacceptable behaviour, achieved through:

- \_ Promoting a culture of trust whereby Our People feel comfortable and confident to proactively address unacceptable behaviour
- \_ Promoting understanding and appreciation of different working and communication styles, life experiences, and backgrounds
- \_ An awareness by Our People of the role they play in contributing to a positive and diverse workplace through understanding, role modelling and encouraging respectful, inclusive and fair behaviour
- \_ If you see something, say something - reporting any unacceptable behaviour being experienced or witnessed. We will seek to investigate and address any issues promptly and fairly
- \_ Providing, wherever possible, Our People with the opportunity to invest in and potentially benefit from the projects that we create
- \_ Recognising and rewarding exceptional performance - remuneration is determined by assessing the skills, experience, imagination and creativity of the individual - gender, race and age is of no relevance
- \_ Responding promptly and confidentially to reports or grievances made by Our People, our partners or members of the Collective

### APPLICATION

- \_ This policy is not limited to the workplace or working hours and applies to all work-related events. Where unacceptable behaviour occurs at a non-work activity, it may still be covered by this policy if it has a continuing impact on relationships within the workplace or the reputation of the business

### OPERATIONS

- \_ The Head of Operations is responsible for ensuring the objectives of this policy are met
- \_ This policy will be reviewed annually

Approved by Liam Wallis [Director]

February 2020

Review date

January 2021

