



Foxtons Equity, Diversity and Inclusion Policy

Policy Statement

We are an equal opportunity employer that is committed to equity, diversity and inclusion (EDI). By being an equitable, diverse and inclusive organisation, we are better able to respond to challenges, win top talent, and meet the needs of different customer bases. We recognise that representation and allyship enables us to reflect and serve the communities where we operate.

We believe in the value of difference, and we know that cultivating an inclusive culture helps us to benefit from those differences. Our vision is to create a vibrant place to work where differences are recognised as a strength and where talented people can flourish and achieve their highest potential attracting, retaining, developing and engaging a diverse workforce is central to our meritocratic approach; we want the best people who have shared values with Foxtons.

Purpose

The purpose of this policy is to outline Foxtons' commitment to ensuring equal opportunities, fairness and respect for all in our employment, whether temporary, part-time or full-time; to not unlawfully discriminate because of a protected characteristic (race, religion or belief, disability, sex, gender reassignment, age, sexual orientation, pregnancy and maternity, marital or civil partnership status) and to oppose and avoid all forms of unlawful discrimination against all those who we work with (customers, suppliers and the general public)

This policy applies to all employees in the UK and describes our approach to EDI and equal opportunities, and is written in line with the Equality Act 2010. This policy is not part of your formal terms and conditions of employment, and we may review, amend or withdraw the policy from time to time.

Our Commitment

At Foxtons we take our responsibilities towards EDI very seriously and commit to the following:

- Encourage EDI in the workplace and take action to prevent and eliminate all forms of discrimination, removing or mitigating any practices that disadvantage underrepresented groups.
- Implement ongoing training and support awareness of EDI. In addition, all employees must complete extra training which places a particular focus on preventing sexual harassment in the workplace, as well as providing guidance on how to raise any concerns or report inappropriate behaviour.
- Imbed our 'How to Speak Up' policy within the Company. We are committed to fostering a transparent, safe and supportive workplace environment, and our policy outlines the various ways in which employees can 'Speak Up' about any potential concerns, including via our independent whistleblowing hotline which allows employees to report any concerns confidentially. As a company we want to empower our employees to speak up and ensure that any issues they may encounter can be raised openly and without hesitation.
- To regularly seek feedback and input from employees, including through our Employee Engagement Committee which is attended by the Board and offers employees the chance to feedback on a range of topics.
- Take extremely seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law. Senior Management, the Board and the Audit Committee regularly review the whistleblowing policy to ensure it meets the company's ethical standards and legal requirements.



- Make reasonable adjustments for disabled employees to ensure equal access to employment opportunities.
- Report via our EDI strategy and our annual report any progress and plans to advance our EDI framework.
- Ensure that our EDI Committee meets on a regular basis and feed their outputs to senior management.

For the avoidance of doubt, Foxtons does not tolerate any forms of discrimination, harassment or exclusion within our workplace. We are proud of our workforce that reflects London's vibrant and diverse population, and we are focused on fostering and protecting this across our business. We will deal with any acts of discrimination, bullying and harassment with disciplinary code and take robust and appropriate action.

Our Disciplinary and Grievance Procedures

Details of Foxtons' grievance and disciplinary policies and procedures can be found in the employee handbook or by contacting the HR Department.

All employees should report discriminatory behaviour. Employees who feel that they are the victims of any conduct which is a breach of this Policy, should report this to the HR Department in accordance with the complaints procedure set out in the Company's Workplace Harassment Policy.