

Our Equal Opportunity Policy Statement

This document relates to Wm Morrison Supermarkets Limited and its subsidiary companies.

Wm Morrison Supermarkets Limited is committed to promoting equal opportunities for all, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. Under no circumstances will discrimination, harassment, sexual harassment or victimisation against any individual or group be tolerated by the Company.

We are committed to:

- Making Morrisons a great place to work, where all colleagues feel welcome and have the opportunity to succeed
- Protecting everybody, be they colleagues, customers, contractors or suppliers from discrimination, bullying, harassment (including sexual harassment) and victimisation
- Understanding that sometimes our approach needs to be tailored differently for people from different backgrounds
- Taking a zero tolerance approach to any discrimination, victimisation, bullying or harassment that occurs in both the workplace, or during any situation relating to work, for example at social events, on social media or on business trips
- Taking a zero tolerance approach to any forms of discrimination, harassment or sexual harassment towards our colleagues from third parties
- Ensuring all allegation of discrimination, bullying and harassment (including sexual harassment) or victimisation are taken seriously and will be investigated
- All of our colleagues will complete the 'Respect in the Workplace' training as part of their induction into the business and this is completed regularly as a refresher

Morrisons accepts its responsibility under the Worker Protection (Amendment of Equality Act 2010) Act 2023, and we have a zero tolerance approach to any forms of sexual harassment. We will take reasonable steps to prevent sexual harassment, and we are committed to proactively training and communicating with our colleagues on this issue. All complaints will be taken seriously and we encourage that all incidents are reported as soon as possible so they can be dealt with appropriately.