

# MORANT WRIGHT

## MANAGEMENT LIMITED

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## Equality Diversity and Inclusion Policy

This document sets out the Equality Diversity and Inclusion Policy of Morant Wright Management Limited ("MWML" or "the Firm"). MWML is committed to encouraging equality, diversity and inclusion among its staff, and to eliminating unlawful discrimination.

MWML is a small firm of eleven people, most of whom have been with the firm for 15 years or more, with virtually zero staff turnover. MWML does commit that where recruitment does occur, selection will be based purely on merit regardless of any other factor, including but not limited to those identified below. MWML also commits to creating a working environment where each employee feels respected, able to develop their career and to fulfil their potential.

MWML provides equal opportunities to all employees and potential employees. All employment decisions are based on merit and the specialist needs of the Firm and are made regardless of age, disability, gender, gender reassignment, marital status, pregnancy and maternity, race (including colour, nationality and ethnic origin), religion, sexual orientation or any other characteristic protected by the Equality Act 2010. This applies to all employment whether temporary, part-time or full-time.

The policy governs all aspects of employment, including but not limited to, recruitment, pay and other forms of benefit and compensation, selection for training, promotion or demotion, dealing with grievances, discipline, leave for parents, requests for flexible working, redundancy or termination of employment. The principles also apply to the treatment of clients, visitors and former employees.

Morant Wright is committed to providing a working environment which is free from bullying, harassment and discrimination and in which all individuals are treated with dignity and respect. "Inappropriate behaviour" is any kind of misconduct which is unwanted and personally offensive to the recipient and which causes the recipient to feel threatened, humiliated, patronized or distressed. Non-exhaustive examples of inappropriate behaviour include abusive language, "jokes" or name calling about sex, race, religion or disability; display of offensive written or visual material; open or covert hostility on the grounds of race, gender, religion, sexual orientation or disability. The Firm will not tolerate inappropriate behaviour and will immediately tackle any instances of its occurrence. This may include taking disciplinary action against the perpetrator.

All employees also have a moral and legal obligation not to discriminate against, and to treat with dignity and respect, all other employees, clients or any other person with whom the Firm does business. Consequently, there will be no harassment, abuse or intimidation on grounds of the characteristics protected by the Equality Act 2010 and language or humour that people find offensive will not be used. Breach of this obligation will be a disciplinary matter.

Any employee who has questions about this policy or who has concerns about any type of discrimination should bring these concerns to the attention of Ranny Chandra or Andrew Millward. Where they consider it necessary, they will inform the Company Secretary of the concerns raised. The Company Secretary will then be responsible for promptly convening a meeting of all the directors at which the concerns can be aired and appropriate action taken. All concerns will be taken seriously and can be raised without fear of reprisal.

The policy will be reviewed when necessary to ensure fairness and to consider changes in the law.

Morant Wright Management Limited  
August 2025