



# People policy

## Policy statement

M Group is committed to attracting, developing and retaining the very best people in the sectors in which we operate.

To grow and develop our people throughout their careers with us, it's important we create environments which are supportive, promote positive health & wellbeing and provide fair, inclusive and equitable opportunities for all.

It's also important our people know what is expected of them and have clear policies and procedures which enable them to go about their business in an organised, effective and disciplined manner, contributing to the success of us as a business and as individuals achieving their career goals. We expect all parties to abide by this policy or alternatively, have in place equivalent policies.

## Our business obligations:

We will:

Have policies and procedures in place to support our People and as a minimum include the following:

- Recruitment & selection
- Respect, inclusion & belonging
- Health & wellbeing
- Absence & leave, including flexible working
- Conduct, disciplinary, capability, grievance
- Learning, training & development

We'll provide suitable and sufficient resources to enable the policy to be implemented.

We're also providing our people with the right training, information and instruction to ensure they can act within our policy parameters and be able to demonstrate compliance with this policy.

We'll notify the board of M Group or appointed officers of any issues or complaints which may have an impact on our reputation.