

IRLA's Diversity, Equality, and Inclusion Statement

This statement constitutes IRLA's Diversity, Equality, and Inclusion position.

IRLA encourages diversity by maintaining an atmosphere that attracts, develops and retains members from various backgrounds;

IRLA never discriminates against others on the basis of race, colour, gender, age, sexual orientation or identity, national origin, ethnicity, religion, marital status, pregnancy, physical or mental disability;

IRLA never tolerates harassment in any form, including verbal remarks, physical advances or visual displays that have the purpose or effect of creating an intimidating, offensive or demeaning environment for another person. Notably, harassment can include both sexual harassment and non-sexual harassment (for instance, jokes related to race, religion, ethnicity, gender or age);

IRLA's commitment to a respectful workplace means that harassment and discrimination are never tolerated; and IRLA is committed to supporting the United Nations ("UN") Global Compact on human rights, labour, environment, and anti-corruption, as well as the UN Sustainable Development Goals.

IRLA will not knowingly do business with sub-contractors, business partners or suppliers who violate these practices.

The statement is reviewed regularly by the Directors to ensure its continuing suitability and relevance to IRLA's activities.

T: +44 (0) 7464 113651

E: secretariat@irla-international.com