

EQUALITY POLICY STATEMENT – EVERYONE MATTERS

William Hill is committed to promoting equal opportunities. It is our policy at William Hill that no job applicant, employee, worker, customer or supplier will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, sex, mental or physical disabilities, age, marital or civil partnership, actual or perceived sexual orientation, gender re-assignment, religion or belief or pregnancy and maternity. Unjustified treatment of part-time or fixed terms workers is also prohibited.

Discrimination, harassment and bullying can constitute a violation of employment and discrimination laws, and may also contravene criminal and/or civil law in some circumstances. We take a strict approach to breaches of this policy, which will be dealt with in accordance with our disciplinary procedure and may constitute gross misconduct warranting dismissal without notice or payment in lieu of notice.

We strive to fulfil all our responsibilities under the Equalities Act (and relevant legislation in Northern Ireland) by treating everyone equally with fairness, respect and dignity.

William Hill will provide training and support to all our employees to ensure they are aware of our policy and their responsibilities to help create a working environment free from discrimination, bullying and harassment.

We actively consider and implement accessibility arrangements within our digital and retail business.

We are under a statutory duty to protect the vulnerable from the potential harmful effects of gambling, but we will take an holistic approach and be considerate of individuals who either raise concerns with us or where it is apparent that there may be capacity issues.

Colleagues are encouraged to escalate such issues to management, with our Central Compliance team being able to provide advice not only on statutory compliance, but just as importantly individual solutions to suit the needs of our customers.

We will not tolerate retaliation against or victimisation of those who have raised complaints of discrimination.