

Equality, Diversity and Inclusion Statement

2026

INTRODUCTION

Wealmoor, a second generation family owned business, founded by Rati & Vilas Dhanani arriving in the UK from India via Kenya in the early 1970's, have personal experience of how equality, diversity and inclusion as a core principle of its operations can bring knowledge and opportunities to mobilise communities out of poverty. Our heritage and our values are central to who we are and The Wealmoor Way. Our culture is built on a strong foundation of treating people fairly, recognising talents of all our colleagues and their different backgrounds, skills, perspectives, thoughts, beliefs and experiences. Our colleagues are respected, supported and encouraged to develop with equal access to opportunities to enable them to thrive individually, finding their meaning in life, and to contribute to the success of the business.

We are proud of the exceptional strength of community in our work places, how people lean out to each other in the work place for friendship, belonging and emotional support. So many people with long service at Wealmoor, with continued personal and

career development with positive impact not only on themselves but their families too. Often, these recounts would highlight that Wealmoor provided them with their first stable employment after arriving in the UK with the opportunity to grow and also providing Wealmoor with long service.

It gives me immense pride, joy and satisfaction that no matter what the scale of our business is, we remain true to our founding principles of treating people individually and fairly where everyone matters.

At Wealmoor, we are committed to working together to encourage equality, diversity, inclusion and social mobility amongst our workforce, and eliminating unlawful discrimination. We are very proud, that while our colleagues largely represent diverse beliefs and backgrounds, they share in our core values.



Our Values



Community & environment

We work hard to make a positive impact on the world around us. We do this by continually investing in our communities and environment, and by supporting the wellbeing and future welfare of our people.



Entrepreneurial & passionate

We always look for ways to grow and develop our business, and to improve what we do. In fact, being entrepreneurial and passionate lies at the heart of Wealmoor and the way we work, The Wealmoor Way ©.



Empathy & win-win

We identify with creating long-term, meaningful and mutually beneficial relationships with our growers, suppliers, customers and employees. We want to create a positive difference for all.

Dealing with discrimination

Unacceptable behaviour, harassment, discrimination, bullying or victimisation of any individual is perceived as contradictory to our aspirations for a supportive working environment and will not be tolerated. Any allegations of such behaviour will be investigated, and ultimately disciplined, in accordance with Wealmoor's Equality, Diversity and Inclusion Policy.

Responsibility

Our Senior Leadership Team has overall responsibility for ensuring that we operate within a framework of equality of opportunity.

All employees have a duty to support and uphold the principles of our commitment to equality, diversity and inclusion and its supporting policies and procedures.

Leena Malde

Executive Chair