



TRANSGENDER POLICY

NWH Group Limited
Reviewed- January 2026

1. Purpose:

The NWH Group is committed to fostering an inclusive and diverse work environment that respects and values the rights of all employees, including transgender individuals. This policy aims to create an atmosphere of understanding, support, and equality for transgender employees throughout their employment journey at NWH Group.

2. Definition:

For the purposes of this policy, transgender is defined as individuals whose gender identity is different from the sex they were assigned at birth.

3. Non-Discrimination:

NWH Group is dedicated to ensuring that all employees, regardless of their gender identity or expression, are treated fairly and equally in all aspects of employment, including hiring, promotion, benefits, and training opportunities. Discrimination or harassment based on an individual's transgender status will not be tolerated.

4. Privacy and Confidentiality:

NWH Group respects the privacy of all employees, including transgender individuals. Any information related to an employee's gender identity will be kept confidential to the extent permitted by law. Disclosure of this information will only occur with the employee's explicit consent or as required by law.

5. Name and Pronoun Usage:

NWH Group recognises that employees may choose names and pronouns that align with their gender identity. The company will update employee records and communication platforms accordingly. All employees are expected to use the chosen name and pronouns to address their transgender colleagues respectfully.

6. Restroom and Facilities Access:

Transgender employees have the right to use the restroom and changing facilities that correspond to their gender identity. NWH Group will provide safe and inclusive facilities for all employees and will work to ensure that no employee faces discomfort or discrimination when using these facilities.

Document Title	Issue No	IMS Ref
TRANSGENDER POLICY	2	P 53



TRANSGENDER POLICY

7. Dress Code and Appearance:

NWH Group will implement dress code policies that are gender-neutral and do not discriminate against any gender identity or expression. Transgender employees will be allowed to dress and present themselves in a manner consistent with their gender identity.

8. Support and Resources:

NWH Group is committed to providing resources, support, and training to employees and management on transgender issues and best practices. This may include educational materials, workshops, and access to external support networks.

9. Transition Support:

If an employee chooses to undergo a gender transition while working at NWH Group, the company will provide support during this process. This may include leave options, flexible work arrangements, and access to support resources.

10. Complaints and Grievances:

NWH Group will promptly investigate and address any complaints of discrimination, harassment, or unfair treatment related to an employee's transgender status. Employees are encouraged to report such incidents through the company's designated channels without fear of retaliation.

11. Policy Review:

This transgender policy will be periodically reviewed and updated to ensure it remains in line with legal requirements and best practices.

Signed:

Date: 15/01/2025

Gavin Money

Managing Director

Document Title	Issue No	IMS Ref
TRANSGENDER POLICY	2	P 53