

AREF's Diversity, Equity & Inclusiveness Policy

AREF aims to work in an environment that supports, reflects and promotes equity and inclusive behaviours and practices and respects individuals and groups of people and provides support to its members to create an inclusive environment.

AREF is committed to treating everyone fairly and will respect all diversity including in:

- Age
- Gender (including gender reassignment)
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation
- Neurodiversity

Through the application of this Policy and in relation to all members, staff and other stakeholders, AREF aims to:

- ensure that everyone is treated equitably and with a level of mutual respect;
- reduce bias and prejudice;
- develop a range of guidelines that actively counteract bias and prejudice;
- promote inclusive practices;
- encourage all persons to communicate respectfully and fairly;
- treat and respect people equally regardless of their gender, age, socio-economic status, race, language, beliefs, additional needs and family structure or lifestyle;
- will not tolerate behaviours, language or practices that label, stereotype or demean others;
and
- recognise and value the differences and similarities that exist between people.

Arranging Reasonable Adjustments

AREF will provide reasonable adjustments that mean people with a disability, condition or difference can use our services independently wherever possible and in a way that is fair. This includes, where possible, providing ramps and lifts at our in-person events and, also where possible, recording events so they can be watched digitally afterwards.

Disabilities, conditions and differences affect people in different ways and AREF recognises that we may not always know what will help. We therefore encourage any party with a disability, condition or difference that means they are not able to access our information and services, to email us at info@aref.org.uk or call us at 020 7269 4677 so we can discuss what help and support we can offer.

Duty of AREF Board Members and Employees

AREF's Board members and employees accept their personal responsibility in adhering to the principles of equal opportunities.

AREF will actively promote equal opportunities throughout to ensure that all parties receive treatment that is fair and equitable and consistent with their relevant aptitudes, potential skills and abilities.

AREF will not tolerate any behaviour that constitutes discrimination, harassment or victimisation.

All concerns will be taken seriously and investigated promptly.

Partners

We work with partners to help achieve our goals and to support our members in sharing best practice across our sector. Details on our partnerships can be found below.

We are a special member of **The Investment Association (IA)** ([link](#)), the trade body and industry voice for UK investment managers. IA members range from small, independent UK investment firms to Europe-wide and global players. Collectively, they manage over £10 trillion of assets on behalf of their clients in the UK and around the world. The IA acts as their voice and represent their interests to policymakers and regulators and helps explain to the wider world what the industry does.

We are a member of **The Academy of Real Assets** ([link](#)), a philanthropic membership group made up of some of the country's leading Real Estate and Real Assets (RE/RA) firms. Its aim is to widen the net that RE/RA recruits from and promote social mobility and diversity by engaging with, and offering connections to, very large numbers of UK students at around 3,000 of the UK's most under-served schools.

We are a member of **The Property Industry Alliance (PIA)** ([link](#)), which seeks to give the commercial property sector a more coordinated and effective voice on issues such as policy, research and best practice.

AREF is a member of the **Alliance of International Funds Association (AIFA)**, along with five other international trade associations. AIFA meets regularly to discuss how it is recognising trends and tackling issues within its own countries and those that may affect real estate globally.

AREF is a participant in the **European Real Estate Forum (EREF)** ([link](#)). EREF represents a wide variety of organisations across Europe, involved in the real estate sector.

We work alongside **Investment2020** ([link](#)), part of The Investment Association, that provides a high-quality route through to a career in investment management.

Contact us

For any queries relating to this policy, please email us at info@aref.org.uk.

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