

We operate on a global basis across many different countries and territories. Our people represent many ideas, experiences, cultures and backgrounds. This is one of our key strengths, and we all have a part to play in ensuring that our workplace supports and encourages inclusion and collaboration.

We believe a diverse and inclusive culture is better for everyone. Bringing individuals together is essential to the long-term success of our people, our business and the societies and economies in which we operate.

We are actively working to build an inclusive workplace where everyone can succeed. A place where people can come to work, be themselves, and belong.

All colleagues, regardless of ethnicity, gender, age, sexual orientation, disability, background or religion, should be treated fairly and with respect, should be given equal opportunities, and be valued for the contributions they make in their roles. No form of bullying, intimidation, discrimination or harassment of others should be tolerated.

To build an inclusive workplace, we incorporate Diversity and Inclusion principles across our business and People & Culture practices. These include:

- Ensuring we have a set of inclusive working arrangements and policies to support Diversity and Inclusion
- Keeping our recruitment, promotion and retention systems fair, based on aptitude, merit and ability
- Providing active talent management and career support for colleagues to open up opportunities that will facilitate a diverse future pipeline of leaders
- Cultivating leadership behaviour through learning campaigns to ensure colleagues behave in accordance with our values