



Diversity, Equity & Inclusion Policy

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Diversity, Equity & Inclusion Policy

At Redwheel, we believe diversity, equity and inclusion is not just the right thing to do but it drives better business outcomes. We are committed to fostering a culture in which different experiences and identities are valued; where people feel they can be their true selves and are encouraged to speak up and express opinions freely. We want to attract a highly competent, diverse range of people to help drive innovation and better decision making; we believe this is critical to being a long-term and sustainable organisation. We are also thoughtful when it comes to our global responsibility to support the communities in which we live, work, and invest.

We are committed to the following actions:

- **Cultivating an inclusive environment** through awareness and education on what it means to be inclusive, continuous collaboration and communication across the business at all levels and throughout the employee lifecycle
- **Recruiting & retaining diverse talent** through improving our processes to ensure we have a diverse pipeline of candidates, and that interviewers are equipped to carry out effective interviews and be aware of bias. We are also committed to enhancing the employee experience from onboarding, career development and all the way through to someone leaving Redwheel.
- **Supporting the communities in which we live, work, and invest** through partnering with dedicated experts and change makers in the field of DEI, offering internships and work experience to underrepresented groups, and giving time and financial support to worthy causes.

These are not short-term goals; they will evolve over time and so will this policy. One of our fundamental objectives as an organisation is to provide a long-term and stable environment that clients and our people can depend upon.

From the top down and across the organisation, we believe in creating safe environments in which people can collaborate and share ideas and opinions. We actively promote independence of thought and autonomy and by coupling this with collaboration and communication we aim to achieve the best results.

In 2021, we founded a dedicated group within Redwheel called SEED, which is made up of volunteers who are passionate and thoughtful on subjects of social equality; the environment; and diversity, equity & inclusion. These three groups help advise and steer initiatives across the organisation. Leadership and strategic direction for DEI is provided by our Head of HR and the wider leadership team; however, we believe everyone has a role to play.

At this moment in time, we are not driven by quantitative DEI targets and quotas; we are focused on prioritising our actions and behaviours to our commitments and culture. We measure our progress through a variety of means including, onboarding check-ins, exit interviews, diversity data collected at the recruitment stage, an annual DEI survey, and feedback from employees and key stakeholders. This continuous feedback contributes to the actions we take.

Our actions are underpinned by our policies and procedures which are made readily available to all staff. From our parental pay policies to our stance on anti-harassment, we want to ensure that fair treatment and support is available for all.

Our enhanced maternity, shared parental and adoption policy offers up to 6 months full-pay and we believe flexible working is a right anyone can ask for. Our benefits package supports physical, mental, emotional, and financial health through our private medical insurance, access to mental health GP, an employee assistance program, group income protection, and life insurance. We also run seminars supporting various aspects of well-being. All of this aims to create a safe environment for our people where they have peace of mind and hopefully feel supported in all aspects of life, not just work.

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We also maintain policies on whistleblowing, equal opportunities, equal pay, respect & dignity at work as well as harassment and discrimination. Our policies are reviewed regularly and where a formal policy is not appropriate, we empower our teams to discuss issues openly and find practical solutions.

Redwheel's commitment to diversity, equity and inclusion applies to all areas of our business, including, but not limited to: recruitment and onboarding, compensation and benefits, learning and development, terms and conditions of employment, career advancement, time off and requests for flexible working.

Redwheel's culture is built on trust and respect, we expect the company and its employees to do the right thing and not act in an unlawful way. It goes beyond just discrimination and protected characteristics*, it is about accepting and respecting everyone for who they are. We expect that all employees of Redwheel treat one another, and their professional counterparties, professionally and in a respectful manner. We believe so strongly in the concept of treating all people with respect that we added this as an additional conduct rule that applies to all employees.

All employees must act in accordance with this policy, as with all policies within the employee handbook, whenever they are representing Redwheel, whether in the workplace, while working remotely, or during off-site meetings, business travel, and other professional and social events.

If any employee feels they have been subjected to discrimination or other conduct that conflicts with this policy, they should raise their concern with their line manager or HR.

This policy is fully supported by senior management and our board, and its purpose is to provide equality, fairness, and respect for all our people.

** Protected characteristics include; Age, Disability, Gender Reassignment, Marriage or Civil Partnership, Pregnancy and Maternity, Race (including colour, nationality, and ethnic or national origin), Religion or Belief, Sex, Sexual Orientation, Socio-economic background and Military Service.*

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