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### 1. Our commitment to Diversity, Equity & Inclusion

Accordience is actively committed to creating a welcoming, open, and inclusive culture that nurtures creativity, innovation, and excellence. We promise to build and uphold a culture where all our employees feel empowered to be themselves, to be appreciated for who they are and the value they bring to the group.

As part of our commitments, we champion diversity, promote a culture of inclusion, and ensure equity across our organisation. Accordience is fully committed to providing equal opportunities for all our colleagues, contractors, and job applicants, and to eliminating unlawful and unfair discrimination.

### 2. Who this policy applies to

This policy applies to all Accordience group colleagues, including contingent workers, contractors, or anyone who is engaged in activities where they are acting on behalf of the group.

The principles set out in this policy apply in the workplace and outside the workplace in work-related context, such as business trips, client or supplier events or work-related social events.



## 3. Our policy

Diversity, Equity & Inclusion (DEI) are everyone's responsibility. Accordience colleagues are also expected to apply the principles of equal opportunities and non-discrimination in their interactions with clients, suppliers, business partners and visitors. Management at all levels are specifically responsible for ensuring that those reporting to them are aware and comply with this policy and undertake relevant training in respect of it.

### 3.1 Zero tolerance for all forms of discrimination, harassment and retaliation

Any form of harassment, even when not unlawful, will not be tolerated. Failure to comply with this policy, whether this is intentional or not, may lead to disciplinary action (up to and including dismissal) or the termination of a relevant contract (if applicable).

### 3.2 Minimum standards and local-level expectations

This policy establishes minimum DEI standards for all Accordience Group and its Agencies and subsidiaries. Any deviations to this policy which are required because of local legal or regulatory DEI standards, must be approved by Accordience's Chief People Officer.

## 4. DEI & the People Team

In partnership, the Global People team will:

- Promote and increase the awareness of DEI policy and related processes;
- Keep the DEI policy updated in-line with legal and regulatory requirements and business objectives;
- Ensure this DEI policy and any related policies safeguard against three main objectives:
  - **Discrimination:** unfair or prejudicial treatment of people and groups based on characteristics, even when not unlawful
  - **Harassment:** any act or conduct that could reasonably be regarded as offensive, humiliating, or intimidating
  - **Bullying:** repeated inappropriate behaviour, direct or indirect, which could reasonably be regarded as undermining the person's right to dignity at work
- Monitor compliance with this policy and the supporting processes, and periodically review and report on the effectiveness of this policy and related processes.

## 5. Our Leaders and Managers

Business leaders, department heads, and managers across Accordience are expected to:



- Role model the behaviours outlined in the Accordience DEI commitment statement;
- Provide an environment that is inclusive and supports diversity, ensuring that all of us at Accordience is treated with respect;
- Challenge behaviours inconsistent with Accordience's DEI commitment statement;
- Support and encourage colleagues to adhere with this Global DEI policy and all applicable supporting processes related to it;
- Encourage colleagues to participate in DEI-related programmes and provide feedback to the Employee Resource Groups or DEI committee;
- Ensure all DEI policy awareness training requirements are fulfilled;
- Attend relevant DEI training to stay current on how to best create and support a diverse and collaborative environment, and;
- Report to the People Team and DEI committee in a timely manner any non-compliance with this policy and its related processes.

## 6. Our People

Championing DEI is the responsibility of everyone at Accordience, including contingent workers, and contractors who represent Accordience or one of its Group Agencies. Those acting on behalf of Accordience or one of its Agencies should:

- Understand the importance of working in a collaborative environment with diverse teams to promote creativity and innovation;
- Commit to understanding dimensions of diversity, and continuously build greater cultural awareness;
- Create an inclusive environment that is free from discrimination, harassment, and bullying;
- Complete DEI training assigned to you satisfactorily and within required timeframes;
- Adhere to local regulations and legal requirements whilst maintaining the controls highlighted in this DEI policy and related processes, and;
- Immediately report any discrimination, harassment, or bullying incidents to your line manager or where necessary, the People Team.