

Caring Ways Valuing Our Diversity



What we have done ...

We are proud of the wide diversity of our employees.

This year we embarked on our first full Diversity, Equity and Inclusion audit with our specialist partner DPK Consulting.

Other initiatives include our Women in Leadership programme which launched in 2024. This 18-month programme forms part of our wider focus on developing and promoting the female talent in our business.



Where we are heading ...

We have identified two key areas of the Great Place to Work[®] criteria that specifically relate to Valuing our Diversity.

We are now focusing on these and have set the following improvement targets for FY26 and FY30.

Valuing our Diversity	Current Score	Target Score FY26	Target Score FY30
People here are treated fairly regardless of their sexual orientation.	90	93	97 (top 5)
People here are treated fairly regardless of their race.	88	92	95 (top 5)

