

# Global Equity, Diversity & Inclusion Policy Statement

This Policy Statement is the overarching document covering equity, diversity & inclusion across the whole of the Equiniti Group worldwide. It outlines our key objectives, principles and information in relation to diversity & inclusion.

The reader is advised to read through all supporting guidance documents, policies and other associated documentation – which can all be found on MYEQ

## Policy Objectives

This policy will:

Confirm the scope of Equity, Diversity & Inclusion within EQ

Outline the key principles of Equity, Diversity & Inclusion within EQ

Confirm the responsibilities of all users of this policy

Identify the related policies, processes and legislation to support this policy

## Policy Review & Ownership

Policy Owner:	Global HR Director
Executive Sponsor:	Chief People Officer
Version:	1.5
Review & Approval Date:	September 2025
Date of Next Review:	September 2026

## Scope

To demonstrate the fundamental commitment of Equiniti Group Ltd (the Group) to be a fully diverse and inclusive employer and business partner, across all its entities and geographical locations.

To promote a diverse and inclusive culture and ensure that there is zero tolerance for any form of discrimination anywhere within the Group - where the vision and strategy for diversity & inclusion is underpinned by the fundamental principle of treating all people with dignity and respect.

The Group is committed to providing a safe workplace, free of any form of bullying, harassment, including sexual harassment or discrimination.

To set the clear expectation that these commitments apply to all colleagues and representatives, throughout all aspects and at all levels of our business. Everyone is bound to the scope of this policy and its practices, and to reflecting the highest levels of behaviour in this area.

EQ is committed to a global approach in terms of its equity, diversity and inclusion, acting in context with and responsive to local markets, ensuring it complies with the prevailing local legislative framework – whilst driving to be a leader in this commitment.

Diversity and inclusion underpins all our global organisational values, which is reflected in the behaviours we demonstrate in our day-to-day life at EQ, and the way we conduct our business.

## Key Principles

- There is zero tolerance to bullying, harassment, including sexual harassment victimisation or discrimination of any kind, anywhere within the Group.
- We are committed to creating an inclusive working environment, in which each colleague is able to fulfil their potential and maximise their contribution.
- By working in a diverse workforce within an inclusive culture, each colleague will be able to fully contribute their skills, experience and perspectives. This will enable all colleagues to deliver the best solutions to any challenges and deliver sustainable value for EQ and its stakeholders.
- Our employment policies and practices will reflect a culture where decisions are made solely on the basis of individual capability and potential, in relation to the needs of the business.
- We will integrate of diversity and inclusion considerations and content into our business processes and practices, with particular focus on people and talent management; client relations and business development; communications and supplier diversity.
- We recognise the value of a diverse workforce in helping us understand the needs of our large and diverse customer and community base, allowing the Group to ensure we tailor our products and services accordingly, support sales growth and customer retention.
- We expect our suppliers and partners to actively support us in achieving a diverse and inclusive culture.
- We seek to achieve higher standards than the statutory minimum set out in legislation and we will pro-actively create a culture that supports diversity, inclusion and equal opportunity.
- To engage in a clear, transparent and meaningful partnership with our Equity, Diversity & Inclusion Councils from across our organisation, so as to drive and lead the Equity, diversity & inclusion agenda throughout the Group.
- Increase the visibility of and access to diverse role models and employees through our diversity and inclusion networks (sponsored and led by Senior Leaders from within the Global Equity, Diversity & Inclusion Council). These network groups are critical to engaging colleagues on our equity, diversity and inclusion Journey.
- EQ will engage with our clients, including partnering within the community and professional bodies on relevant and appropriate initiatives, being best placed to add value to client expectations on equity, diversity and inclusion.
- Make continuous progress over time and evaluating this via monitoring and reporting on relevant data and processes, and establishing measurable objectives such as key performance indicators, benchmarking against best practice and undertaking research and analysis.
- Address any systemic and individual unconscious bias in order to create a diverse, equitable and inclusive culture, globally.

## Responsibilities

All EQ colleagues are expected to demonstrate the highest level of commitment and conduct to equity, diversity and inclusion, across all aspects of the Group across territories – in accordance with both the values and commitments of our business, and the local and international legislation.

With a commitment to zero tolerance to all aspects of discrimination, it is the responsibility of all colleagues to ensure this is practiced across our business, and ensure that all issues or concerns in this area are challenged and/or reported through the appropriate channels. Failure to act by anyone is the same as condoning this behaviour, all colleagues have a duty to protect themselves and one another in this regard.

All colleagues, at all levels across the business must work in partnership to create and sustain an inclusive working environment where all contributions are valued.

All colleagues should familiarise themselves with this policy and to act in accordance with EQ's commitment to diversity and inclusion at all times. Any queries in the application or interpretation of this policy should be discussed with the People Function prior to any action being taken.

Whilst there is special responsibility for both the strategic and practical application of the EQ commitment to equity, diversity and inclusion upon our Board of Directors and Executive Leadership team – it is the responsibility of all colleagues to co-operate in the elimination of any discriminatory practices and/ or harassment anywhere within the business – to foster and embrace a culture of inclusion.

## Related Policies & Documents

This policy statement is supported and should be read in conjunction with:

- EQ Disciplinary Policy
- EQ Grievance Policy
- EQ Whistleblowing Policy
- EQ Behaviours and Conduct Policy
- EQ Employment Screening & Vetting Policy
- EQ Recruitment Policy
- EQ Learning & Development Policy
- EQ Equity, Diversity & Inclusion Policy
- EQ Prevention of Sexual Harassment Policy (UK)
- EQ Anti Sexual Harassment Policy (India)

***This policy and the commitment to equity, diversity & inclusion is fully supported and endorsed by the Equiniti Group Ltd Board of Directors.***