

Inclusion & Diversity

This policy sets Novuna's approach to inclusion and diversity. Novuna is committed to promoting a culture of inclusion and diversity and values the differences of its people. It is these differences in background and experiences in our workplace that enhance the way we work. We want to provide equal opportunities for our people whilst tackling and eliminating any acts of discrimination.

OUR INCLUSION & DIVERSITY STATEMENT

We recognise the importance of an inclusive culture at Novuna as well as in the community and society. We want inclusion and diversity to be at the core of what we do, how we make decisions, create opportunities, interact with our people, customers and the communities we serve; it's how we want to run our business. We're proud of our diverse workforce and want a business where all our people feel included, supported and that they belong.

"We may be diverse by nature, but we are inclusive by choice"

OUR INCLUSION & DIVERSITY STRATEGY

Inclusion & Belonging

- We will create a sense of belonging, acceptance, inclusion and identity to each other and the organisation.
- We will develop our Leaders to enable them to create an inclusive workplace

Diversity & Equity

- We will ensure diversity and equity is at the core of what we do
- We will create a meaningful talent strategy experience for all, continuously striving to attract, recruit, onboard, develop and retain a diverse, representative workforce.
- We will enable a workplace that provides fair access to opportunities for all.

Measure and Share our Progress

- We will develop a robust and transparent picture of our diversity to inform actions and measure progress.
- We will celebrate our diverse workforce: We are proud of our difference and see this as our competitive advantage.
- We will achieve external recognition for our work on diversity and inclusion.

Enhance the Governance of our Global World

- We will take seriously our responsibility to positively affect the communities in which we live.
- We will work collaboratively with customers and other change-making organisations to address gaps in equitable employment opportunities and help create a more inclusive, prosperous and sustainable future for our communities.
- We will be involved in local activities and events aligned to our communities and charities.

MANAGEMENT COMMITMENT

We understand it takes a whole organisation to become a truly inclusive company and that's why we are committed to have our management lead by example:

Position	Tasks
Board Directors & ExCo members	<ul style="list-style-type: none">• Endorse Novuna's Inclusion & Diversity Policy• Comply with all policy requirements and abide by all anti-discrimination legislation• Act as a role model for inclusive and respectful practices along with adhering to our values at all time• I&D initiatives, programmes and metrics to be reviewed• Ensure I&D policy and aims are communicated to relevant stakeholders
Management	<ul style="list-style-type: none">• Comply with all Inclusion & Diversity policy requirements and abide by all anti-discrimination legislation• Act as a role model for inclusive and respectful practices at all time• Provide culturally appropriate supervision and management practices
Employees	<ul style="list-style-type: none">• Comply with all Inclusion & Diversity policy requirements and abide by all anti-discrimination legislation• Every person at Novuna has the responsibility to create and sustain an inclusive environment for all• Highlight areas of improvement and provide feedback• Not take part or turn a blind eye to any discriminatory behaviour including bullying and harassment

“We want to ensure that everyone in our organisation understands the importance of Diversity and understand That Inclusion is everyone's responsibility”