
Global Diversity & Inclusion Policy

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Blancco — A place for everyone!

Blancco Technology Group greatly values the diversity of our teams and understands that, above all else, our people are our greatest assets.

At the forefront is our commitment to continue to increase diversity across Blancco at all levels of the business and to attract, hire, develop and promote talent in a way that fosters an inclusive environment where diverse backgrounds, experiences and perspectives lead to creative solutions for our customers. Diversity and Inclusion is therefore not simply an exercise in compliance, it is critical to the success of the business.

We know that a culture of true inclusiveness and belonging is not the result of a single change or new initiative, rather it is the result of an ongoing journey of listening, education, awareness, reviewing, adapting, data gathering and personal development.

This policy outlines our responsibility and commitment to create a diverse and inclusive environment where each and every employee is treated with dignity, supported to fulfil their potential and respected for their differences.



Scope

This policy applies to all our employees (permanent, temporary, part-time or full-time, casual, flexible, sub-contractors and consultants) as well as to our job applicants, ex-employees, visitors, clients, customers and suppliers. Diversity and Inclusion is everyone's responsibility within the business.

Definition

Diversity and Inclusion is about recognising, valuing, and accepting differences between people, including but not limited to those of race, ethnicity, gender, age, religion, disability, sexual orientation, educational background, experience and knowledge and harnessing these differences to create a productive and thriving workforce.

Blanco's strategy for D&I is formulated around a framework of 8 key building blocks:

Listening to our employees — through both our annual Global Employee Survey and through engaging with our Global Employee Forum we are able to understand the views and perspectives of our wider workforce, helping to inform decision making.



Educating our workforce — through ongoing tailored training with core elements of unconscious bias, inclusive leadership and understanding the value of Diversity and Inclusion in the workplace we are able to increase our workforce's understanding of barriers to diversity and inclusion and to drive positive behaviours and attitudes essential for an inclusive work environment.

Awareness — we recognize and value all differences through raising awareness, building a greater understanding across the organization and from ensuring that diversity and inclusion is a topic that becomes engrained in our day-to-day culture.

Reviewing and updating our internal procedures and documentation, from internal technical manuals/documents, succession plans, compensation and benefits to our recruitment, hiring and selection processes and website information to ensure a diverse representation.

Recruiting — ensuring inclusive behaviour is at the core of our recruitment and selection processes with carefully worded job adverts which appeal to all, utilizing a wide spectrum of recruitment channels, flexibility of working to remove barriers, diverse interview panels and managers trained to be aware of and equipped to be able to address unconscious biases.

Data gathering — in order to ensure we are able to maintain our commitment to increasing diversity in our workforce, it is essential for us to capture our diversity data and establish a base line of information from which we can progress. Clearly the numbers themselves won't change anything, but the driver for change is using the data we collect to form clear action plans to increase diversity in our workforce.



Employee development — ensuring through our bespoke training programs, management development courses and mentoring scheme that we have a diverse pipeline of talent coming through the organisation.

Adapting — making reasonable adjustments, where appropriate, to remove any potential barriers for candidates/employees who have a disability of any kind.

Employee responsibilities

Diversity and Inclusion is each and every employee's responsibility within the business, it's not simply an HR initiative or one that the Executive team look after. Each employee has a direct responsibility for:

- Treating all colleagues with dignity and respect
- Creating an inclusive culture where every employee's experience is free from discrimination, harassment, or any form of bullying
- Driving and supporting a culture that embraces difference and challenges biases

- Identifying and highlighting any exclusionary behaviour across the business
- Giving honest feedback through the Global Employee Survey or Global Employee Forum
- Reflecting upon their self-awareness of how they relate to others and any unconscious bias
- Ensuring social activities are inclusive and accessible for all
- Taking full responsibility for their own actions

Line Manager responsibilities

Every manager within the business plays a critical role in being accountable for diversity and inclusion across the business. Their main responsibilities include:

- Treating all employees with respect, supporting their development, ensuring they have an opportunity to express themselves and have a voice in the organisation
- Ensuring a working environment for their teams that is free from any form of discrimination, harassment or bullying



- Effectively tackling any behaviour which is counter to our policies and culture
- Promoting team inclusion and embedding inclusion into their ways of working
- Ensuring a transparency of our diversity culture through all recruiting, selection and hiring processes

- Mitigating any unconscious bias which may be present in recruiting, performance reviews, compensation and benefits and succession planning
- Escalating to HR any issues that they are aware of where an employee may be subject to discrimination, harassment or bullying
- Being a role model for Diversity and Inclusion within all work-related activities

Reporting inappropriate behaviour

Blancco prides itself on providing a professional, equitable, respectful, and safe place to work for its employees, underpinned by its strong company values. However, if you do have any concerns or complaints about behaviour in the workplace which is contrary to this policy, we would ask you to report the necessary facts as a matter of priority:

Concerns can be raised to **your line manager or local Human Resources representative** who will ensure that they are addressed in a sensitive and respectful manner.

Blancco takes all allegations of discrimination, harassment and bullying incredibly seriously and we encourage all employees to report in good faith any possible violations of this policy.

If you are not sure what to do or would like to speak to someone in confidence you can approach any member of the HR team.

Consequences

Employees who do not comply with this policy and following investigation are found to have engaged in any activities of discrimination, bullying or harassment will be subject to disciplinary action, up to and including termination of employment.



Reduce Risk.
Increase Efficiency.
Be Sustainable.™