

# RECORD'S AFFINITY NETWORKS

## Purpose Statement

The Affinity Networks seek to build both internal and external support systems for the people they represent and encourage diversity and inclusion at all levels of the company. We want to make a difference by raising the visibility of issues affecting underrepresented groups and implementing solutions to address them.

## Our Four Pillars

### 1. AWARENESS

We will raise awareness of issues affecting the groups we represent both inside and outside the workplace. Raising awareness plays an integral role in informing others about the importance of equality, the benefits of an equal society and the consequences of discrimination.

### 2. SUPPORT

We will create a venue for the groups to support each other and build networks with other people in their community. We hope that employees at Record can use these networks to empower themselves, each other, and find friends and role models who can help them navigate the industry.

### 3. RECRUITMENT & DEVELOPMENT

We will ensure fair and non-discriminatory recruitment practices and provide the tools and opportunities to promote the progression of women and ethnic minorities into senior management roles.

### 4. RECOGNISE

We will recognise and celebrate the accomplishments of underrepresented groups within the company, within the investment management industry, nationwide and worldwide.

#### Contact us for more information

Morgan House, Madeira Walk, Windsor, Berkshire, SL4 1EP, UK

Phone: +44 (0) 1753 852222

Registered in England No 1927640, Registered Office as above, VAT No 442 3872 50