

DIVERSITY and INCLUSION NETWORK PURPOSE STATEMENT

Purpose Statement

The Diversity and Inclusion Network seeks to build both internal and external support systems for underrepresented groups and encourage diversity and inclusion at all levels of the company. The network aims to make a difference by taking practical steps to address important issues. The network leadership team form part of our company Sustainability Committee, and work closely with both the committee and HR to make progress against our diversity and inclusion action plan.

Our Four Pillars

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.

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.

Recruitment & Development

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

Celebration

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