

DIVERSITY, EQUITY & INCLUSION POLICY

The **PRI** is committed to Diversity, Equity and Inclusion (DEI), with a zero-tolerance approach to any discrimination. This is in line with our core values as an organisation. Our aim is to diversify our workforce and for each employee to feel respected and valued.

All colleagues are responsible for creating an inclusive working culture, enabling differing viewpoints, knowledge and life experiences to be heard throughout all our everyday interactions. A diverse workforce and equitable environment ensures that we embody the values that we promote amongst our signatories, and more widely across the global financial system.

This policy applies to all those who work for us. In the event that local regulations differ from what is set out in this policy, we will adhere to our legal requirements whilst maintaining the highest international standard possible.

OUR POLICY'S PURPOSE

The purpose of this policy is to:

1. Ensure equality, fairness, dignity and respect for all in our employment, whether temporary, part time or full time.
2. Prevent discrimination, bullying and harassment in the conduct of the organisation's work, particularly in relation to personal characteristics such as:
 - Ancestry;
 - Age;
 - Disability (including physical and mental disabilities);
 - Educational background;
 - Family and other caring responsibilities
 - Gender identity, expression, reassignment and sex;
 - Health;
 - Languages;
 - Marriage or civil partnership;
 - Neurodiversity;
 - Political views;
 - Union affiliations;
 - Pregnancy and maternity;
 - Race (including physical features, colour, nationality, and ethnic or national origin);
 - Religion or belief;
 - Sexual orientation;
 - Socio-economic background; and
 - Veteran status (former or current military service).

For definitions, see our policy [Guidance Document](#).

ROLES AND RESPONSIBILITIES

The PRI as an entity and employer will:

- Create a working environment free of bullying, harassment, victimisation and discrimination - promoting dignity and respect for all, regardless of office location, role or team, and where individual differences and the contributions of all employees are recognised and valued;
- Train managers and all other employees about their rights and responsibilities under the DEI policy and strategy;
- Make opportunities for career development and progress available to all employees, who will be encouraged to develop to their full potential;
- Ensure that all supplier contractual agreements fully reflect our commitment to DEI (via our Human Rights policy);
- Use our expertise, leadership and influence to promote positive DEI changes within our spheres of influence. This includes signatory organisations, our partners, service providers and any consultants we appoint;
- Design and uphold inclusive, transparent structures, policies and processes which ensure that we make decisions on the basis of merit, such as recruitment, pay reviews and promotions;
- Monitor feelings of inclusion for employees, seeking to understand their experiences through employee engagement surveys and other informal opportunities and making decisions on our future strategy based on this data; and
- Monitor the make-up of the workforce in compliance with local legislation, regarding information such as gender, race/ethnicity, sexual orientation and disability in meeting the aims and commitments set out in the DEI policy. This data will be provided by employees on a voluntary basis. Monitoring will assess how the [DEI strategy](#) is working in practice, reviewing the data annually, and taking action to address any identified issues (see our [Employee Handbook](#) for more details).

The Leadership Executive Team will:

1. Be responsible for overseeing the delivery and success of our DEI activity, as outlined in [the DEI strategy](#);
2. Set the tone and foster an environment where DEI is embedded into the culture and decision-making;
3. Take appropriate action if an employee reports non-inclusive behaviour from any individual in the organisation's wider community, including interactions with all visitors, contractors, sub-contractors, service providers, suppliers, press, signatories and other? stakeholders;
4. Commit to training and educating themselves on topics related to DEI; and
5. Review this policy annually with the Head of DEI Lead and CEO to ensure it is relevant and up to date.

The Board will:

- Ensure DEI is embedded into the strategy of the PRI;
- Ensure our approach is aligned with expectations from signatories and other external stakeholders; and

- Be accountable for assessing the performance of our DEI strategy and policy through an internal, annual DEI report prepared by the [Head of DEI Lead](#) and CEO. Progress and areas for growth will be transparently communicated externally in the PRI's Annual Report to signatories and other stakeholders.

The People and Culture Team will:

- Conduct ongoing due diligence to ensure no discrimination occurs in our core processes, with consultative feedback from the [DEI Working Group](#). This includes in:
 - Dealing with grievances and disciplinary actions;
 - Dismissal;
 - Leave for parents/carers;
 - Pay and benefits;
 - Recruitment;
 - Redundancy;
 - Requests for flexible working;
 - Selection for employment, promotion, training or other developmental opportunities; and
 - Terms and conditions of employment.
- Support all employees through any instances of bullying, harassment, victimisation and discrimination by fellow employees, customers, suppliers, signatories, visitors, the public and any others in the organisation's work activities. Such acts will be dealt with as misconduct under the PRI [Grievance Policy](#), and appropriate action will be taken. The People and Culture Team are accountable for these procedures being legitimate, accessible, equitable and transparent; and
- Seek to understand whether any employees have particular needs in relation to the business as usual operations of the organisation through data and feedback.

Directors and Line Managers will:

- Promote an environment within their team where respect is shown to all, and mutual understanding is fostered;
- Ensure that the aims and the values embodied in this policy are appropriately reflected in all job descriptions, person specifications and performance reviews;
- Embed equity and fairness into all decision making, for example when delegating development opportunities and hiring new team members;
- Challenge any actions or behaviour which is in conflict with the values and principles laid down in this policy, providing support to find a positive way forward;
- Directly address unacceptable behaviour in accordance with the [Grievance Policy](#); and
- Deal with any issues raised under this policy fairly, thoroughly, quickly and confidentially.

All employees will:

- Meet the standards of behaviour as set out in this policy, promoting inclusion for others and striving to create a safe supportive and welcoming environment;
- Be open-minded, willing or demonstrative to learn more about DEI topics, through attending events and training or participating in organisation-led activity;

- Be active allies, challenging inappropriate behaviour or discrimination and, if appropriate, seeking to report this via channels set out in the [Grievance Policy](#);
- Ensure understanding of this policy and seek guidance if there are any questions; and
- Understand that they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and discrimination, in the course of their employment, against fellow employees, suppliers and the public.

This policy has been agreed in consultation with employees globally and the DEI Working Group and will be reviewed annually as we continue to develop our approach.

OUR DISCIPLINARY AND GRIEVANCE PROCEDURES

If you believe you have witnessed or experienced any behaviour which contravenes this policy, you can consult our [Grievance Policy](#). This includes with whom an employee should raise a grievance – usually your line manager or the Chief People Officer ([Lian Hillier](#)). You can also speak informally to the [Head of DEI Lead](#) ([Lucy KallenHutchinson](#)) if you want advice or to share feedback.

If you are not comfortable sharing your concerns with your line manager or the Chief People Officer, you can also use our [Whistleblowing Policy](#). Use of the PRI Grievance or Whistleblowing procedures do not affect an employee's right to make a claim to an employment tribunal of an alleged discrimination, within the respective tribunal's limitation period.

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1.02	The Board	CEO	June 2024	June 2024	June 2024	Every 2 years	June 2026