

Our Diversity and Inclusion Vision

Our Ambition

‘To lead the industry in building inclusive and diverse teams.’

At Frazer-Nash we value our people and strive to ensure a fair and equitable environment in which everyone feels that they belong and can thrive, confident in the knowledge that we value and respect the commitment they have made by entrusting their careers and expertise to us.

We are committed to ensuring a working culture that brings out the very best in our people, regardless of their circumstances, identity or background. We want our people to feel empowered to be themselves to achieve their personal and professional goals and know that we respect and celebrate the unique value they bring to the company.

We have designed our D&I strategy on the foundations of trust, accountability and honesty with data driven targets and tangible action plans to ensure we build belonging into everything that we do. We work with selected external partners as subject matter experts and our internal Employee Resource Groups to ensure that our actions are evidence based and impactful.

Our Strategy ‘Building Belonging for all’

We are a values led organisation, with our people at the heart of our One Frazer-Nash strategy. Our underpinning ideology is that Inclusion and Belonging is for everyone. Our Diversity & Inclusion Steering Committee, sponsored by our Senior Leadership Team, includes representatives of our Employee Resource Groups, who act as our strategic partners in ensuring that our strategy and action plans meet the needs and address the concern of underrepresented groups at Frazer-Nash..

We have built our Inclusion Charter with the aim of creating a culture of inclusion and a sense of caring and belonging to provide a physically and psychologically safe environment for all our people to thrive.

Our Inclusion Charter

- We Provide Equal Access to Opportunity & Resources
- We Equip our people with the knowledge and tools to be inclusive
- We will listen with curiosity and Act
- We Respect and Celebrate Inclusion and Diversity for all
- We will Apply an Inclusive Lens to our Decision Making

Our charter enables us to ensure that the themes of inclusion and belonging are the foundation of our strategy, demonstrating a meaningful and visible commitment upon which we can continue to build and embed our inclusive culture.

Statutory requirements and frameworks

Our Diversity and Inclusion Vision



To deliver our Diversity and Inclusion Goals we need to recruit and retain key talent in line with the Equality Act 2010 (UK) and the Fair Work Act 2009 (Australia).

We remain focused on cultivating an organisational ethos that regards merit, open communication, fair treatment, and transparency as foundational elements. We will comply with the relevant legislation within the countries we operate and will integrate diversity management with our established and approved management systems covering Quality, Health & Safety, Environmental and Information Security management, in accordance with internationally recognised standards, as applicable.

Governance

Our strategy will be reviewed on an annual basis by our Diversity and Inclusion Steering committee and our Diversity, Equity, Inclusion and Belonging Business Partner to reflect changes in the law, demographics and internal business requirements and our people's feedback.

Progress relating to our DE&IB Strategy, ambitions and targets will be reported to the business on regular basis.

Diversity and Inclusion within our key partners

We seek to work with partners, associates and suppliers who share our high standards in respect of Diversity and Inclusion. We aim to support our suppliers, clients, partners and suppliers to embed inclusion in their practices and will utilise our knowledge and expertise to achieve this.

Our associates are expected to comply with our Code of Conduct and expectations for our suppliers are outlined in our Supplier Code of Conduct. As part of our supplier due diligence process, we request that all new suppliers review and confirm compliance with this document. It includes a broad range of topics to ensure we partner with suppliers who are ethically and socially responsible and who share our goals around Diversity and Inclusion. Once under contract, by accepting our standard terms and conditions, our suppliers are contractually bound to maintain these high standards.

When working on behalf of our clients, we recognise we are often acting in a privileged position as a prime contractor. We work closely with our clients and will consider their requirements, taking into account the priorities of the specific industry that they operate in.