

WWRD UNITED KINGDOM, LTD EQUALITY, DIVERSITY AND INCLUSION STRATEGY

WWRD United Kingdom, Ltd (WWRD) is committed to the importance of promoting equal opportunities, valuing diversity and creating an inclusive working environment for all our employees. We work in increasingly diverse environments and this is evident in our workforce, customers, suppliers, communities and business partners.

In the increasingly competitive business environment in which WWRD operates, we understand that the performance and engagement of our employees is central to business success. We are committed to creating an environment in which each employee is able to fulfil his or her potential and maximise his or her contribution.

WWRD has set the following management objectives:

- Ensure equality, diversity and inclusion in the workplace are supported and celebrated;
- Offer fair treatment in every aspect of working life at WWRD;
- Promote a culture where employees recognise the value that a diverse and inclusive workforce brings;
- Be recognised as an employer with a positive reputation for equality, diversity and inclusion practices.

WWRD has set the following performance indicators:

- Continue to improve the representation of females at senior management levels.
- Take action to encourage participation of people from diverse backgrounds within the organisation, by recruitment and promotion.
- Take action to increase the inclusion of other protected groups with low levels of participation within the organisation.

This strategy will be reviewed by the Group HR Director and the CEO on an annual basis.