

# M&G plc's Global Diversity and Inclusion Strategy

# M&G plc business priorities

#### **Behaviours**

Tell it like it is; Own it now; Move it forward together ...with care and integrity

# **Diversity and Inclusion strategy**

#### **HR** priorities

#### Gender

Striving for gender equity at all levels and across all departments within our organisation

#### LGBT+

Supporting customers, clients and colleagues across the broad spectrum of sexual orientation and gender identity

#### **Disability**

Creating a workplace, that is accessible and inclusive across both physical and neurodiverse needs

### **Ethnicity/Nationality**

Striving for a globally inclusive organisation across cultural, race, ethnicity, nationality, faith and social background

# Life stages (generations)

Supporting colleagues priorities and perspectives as they evolve throughout their personal and professional lives

Measurement/Accountability

# Goals and impact measures

#### 45% women

and

#### 20% ethnicity/nationality

at Executive Committee and their direct reports by 2027

#### Inclusion index

Year-on-year improvement of OneVoice inclusion index

# **Brand impact**

Expand brand impact with colleagues, customers and external stakeholders differentiating M&G plc as leading the Diversity and Inclusion agenda

# **Delivery**

# Diversity and Inclusion strategy

Recruit, retain, develop, enable and engage

#### Well-being

Well-being Wednesdays
Well-being On-demand Channel
People policies
Well-being and Inclusion App

#### **Business forums**

D&I Action Plans
Data: metrics/measurement
Intent: talent management /
colleague engagement

# Global colleague campaigns

This is Me Invest in Yourself

#### **Colleague Networks**

Pride (LGBT+)
Elevate (gender)
Enable (accessibility,
neurodiversity and carer's)
Embrace (ethnicity/
nationality/faith)
Mind Matters (mental health
and well-being)

Colleague forum Global mental health first aid community