



Diversity and Inclusion

Developing an environment that
enables high performance, growth and
innovation

Diversity and Inclusion (D&I) develops an environment that enables high performance, growth and innovation. Our customers are all diverse, so having a team that reflects this diversity helps us better understand their needs and give everyone REAL confidence to put their money to work. This policy applies to all M&G plc employees and the ethos should be role modelled by everyone who works with us.

Our approach

Diversity & Inclusion is a strategic objective. At all levels of the business we recognise the benefits of having a diverse team that feels valued and listened to. It helps us think and act differently, adopt new ideas and better relate to the needs of our customers. An inclusive environment makes us more accessible and ensures we attract, engage, promote and retain the best talent. We embrace our differences and remove barriers to inclusivity so everyone can be high performing and deliver results.

Overview of Diversity and Inclusion

We have a dedicated D&I team who are passionate about making M&G plc a place where every colleague feels able to bring their true self to work every day. This ethos is embedded into all our people processes and helps us deliver our values and behaviours. Being inclusive is a team effort. We hope you get involved with the many employee networks and communities that exist across the business to support our colleagues. Search on the intranet for more information about M&G plc's employee networks, if you can't find one that suits you, we'll support you to create your own.

Raising awareness is a great way to ensure all our colleagues embrace and understand diversity and inclusion. We're proud of our learning offering and encourage you to refer to our **Well-being Hub**, **Well-being Wednesday Programme** and **Well-being on-demand channel**, for recordings from our employee networks, and much more on the learning hub around inclusion and creating a fair and respectful workplace.

Please take the time to review your **Workday** profile to ensure that it truly reflects who you are and how you would like to be represented. We want to ensure that your information accurately represents you in the way you would like it to. Having the most up to date information allows us to make better decisions as an organisation and accurately respond to the ever-increasing D&I data requests we receive from investors, clients and regulators.

Measurement is important so we can assess how we're doing and monitor progress against our D&I commitments. That's why we ask you to provide us with your personal diversity data through your Workday profile. We'll always ask you how we're doing in this area via our One Voice survey and regularly review management information that highlights the mix of talent we have across the business.

We hope you make use of the support on offer to help us build a more modern and inclusive workplace. Supporting career returners back to the workplace, developing mental health first aiders, assisting employees going through a transition at work and increasing diversity within our trainee and apprentice initiatives are just some examples of what we do.

Most importantly, we are transparent and base decisions on the merit of each individual. We do not tolerate any form of discrimination or harassment. See our disciplinary policy for more details on how we deal with bullying, harassment and any form of unfair treatment of our colleagues.

What you can do to support our inclusive culture

We encourage colleagues to tell it like it is, leveraging diversity of thought and bringing positive check and challenge to our business. At the core of an inclusive environment sits our values of care and integrity driving an understanding that everyone has unique needs and perspectives. Being inclusive is a team effort and it's more than being welcoming or valuing our differences. It's also about how we move forward together, build valued relationships and support everyone. If you are asked to do or provide something in a different way to how you would typically, please be mindful and respectful of these requests. At M&G we take pride in creating a diverse and inclusive environment for everyone to thrive and that may mean adapting our ways of working from time to time. For more information, look at our **workplace adjustments** people hub article.

What next?

For more information see the **Diversity and Inclusion intranet page** or talk to your manager.