



**Diversity, equality
and inclusion
strategy**



Foreword

Diversity, equality and inclusion (DEI) is a strategic priority, not a nice to have. The business case is clear for why teams who are diverse, treated fairly and work in an inclusive environment, perform, champion and collaborate better.

I will use my position as DEI executive sponsor to bolster this message and ensure resource and commitment is in place to make this cultural change possible.

As a member of the board, I am committed to working with the business to give a platform to key issues and ensure DEI has a permanent place on the agenda of our senior leaders.

A stylized, handwritten signature in black ink, consisting of several overlapping loops and lines.

Tim Morris

Executive sponsor, Chief Finance Officer



We are committed to all of our employees being seen, heard and valued. It's our aim to strengthen and evolve our diverse and inclusive culture, ultimately attracting and retaining the best talent.



Context

What is diversity, equality and inclusion (DEI)?

DEI is about being the best we can be – a high performing organisation that brings together all the different elements defined below:

Equality

Equality ensures the fair treatment, access and equality of opportunity and advancement for everyone, whilst also attempting to identify and remove barriers that have prevented some groups from fully participating. Equality promotes justice, fairness and impartiality within the processes, procedures and distribution of resources.

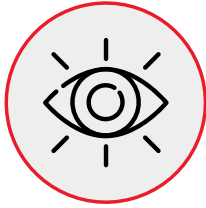
Inclusion

Inclusion is where people's differences are valued. Inclusion is about creating an environment that ensures every individual, regardless of their characteristics and background, has what they need to thrive personally and professionally. An inclusive workplace culture has fair policies, practices in place and enables a diverse range of people to work together effectively.

Diversity

Diversity is about recognising and valuing difference. It acknowledges the benefit of having a range of perspectives in decision-making, problem solving and innovation.

Our vision



Our DEI strategy is for every one of us working at Radius. We have three strategic pillars that provide the framework to build our inclusive culture that values diversity in all forms. This enables each of us to reach our full potential as part of a high-performing team.

To continue to grow the business, we need to build a workforce that reflects the demographics of our customers and to build a culture where everyone can bring themselves and all their ideas and experiences with them to the workplace.

Leaders



Our leaders have been part of focus groups to develop their understanding of inclusion. The DEI strategy has been presented and reviewed by the board and commitment has been made to ensure DEI will continue to be addressed as a strategic priority.

Our commitment

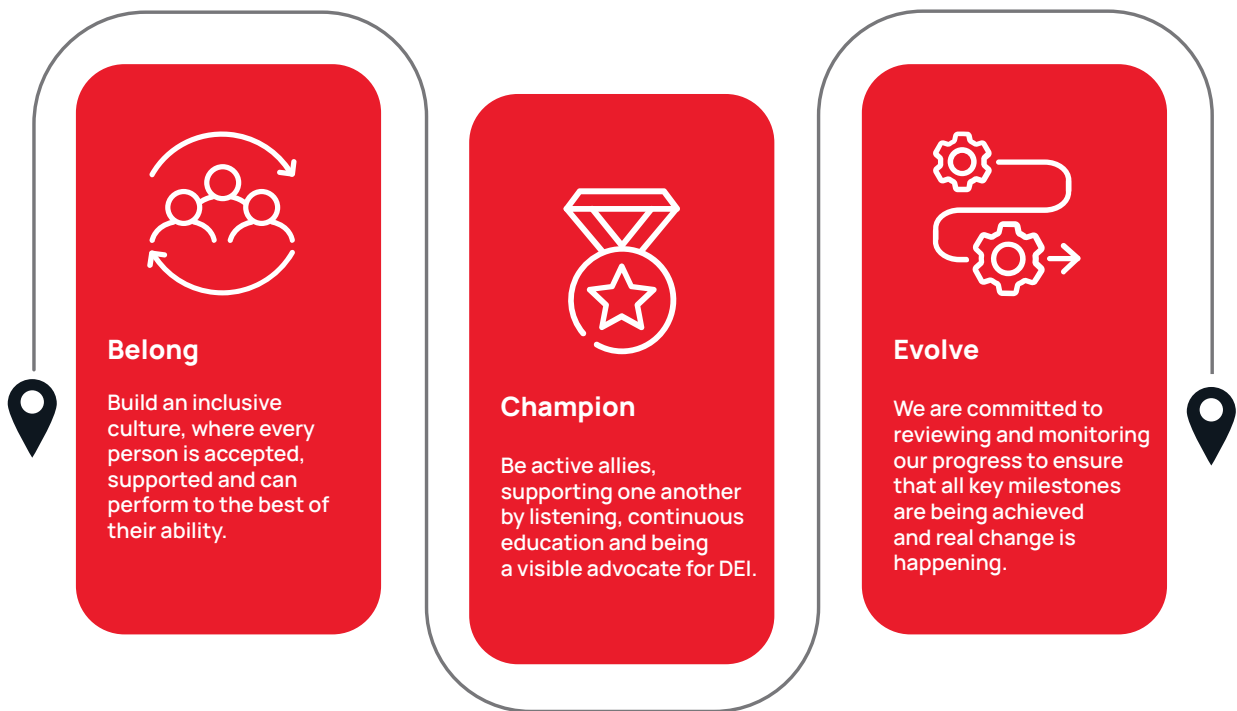


- We are committed to ensuring that our people can feel comfortable “**bringing their authentic selves**” to work at Radius.
- We are committed to **looking at everything we do** through a DEI lens.
- We are committed to **reviewing and monitoring our progress** to ensure that all key milestones are being achieved and real change is happening.

Our principles



- That everyone at Radius takes full accountability for **ensuring fair treatment** for all.
- To attract a range of diverse talent whilst **actively promoting an engaging and inclusive culture**.
- To recognise and **celebrate the differences of our people** and acknowledge the broader benefits of our diversity.

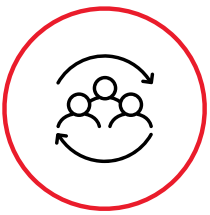


DEI strategic pillars

Our framework

To achieve our vision for DEI, the strategy presents three pillars which have been informed through the development process: hearing from our senior leaders, employees and our **key stakeholders**. The pillars of Belong, Champion, and Evolve will inform our priority activities which are in service of achieving these active behaviours and the goals that sit beneath them. For each pillar there are several goals determined and a measurement for how to access impact and success. These goals and measures will inform our priorities for the next three years.





Belong

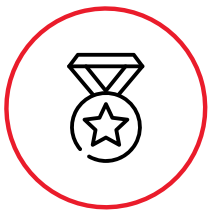
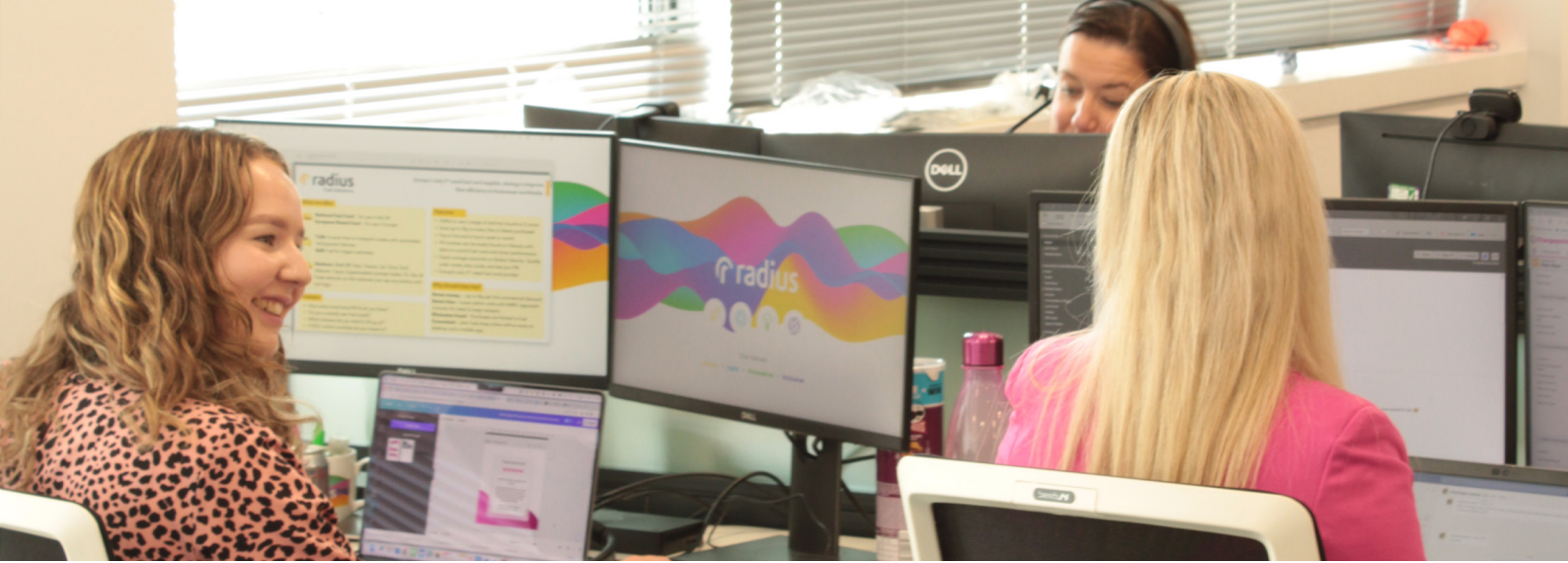
Build an inclusive culture, where every person is accepted, supported and can perform to the best of their ability.

Goals

- Signpost clear routes for reporting DEI issues and feedback.
- Continuous DEI awareness and learning opportunities.
- Provide safe spaces and channels to share experiences and connect.
- Support mechanisms and campaigns which promote dignity, authenticity and respect.
- Unacceptable behaviours to be reported and dealt with.

Measurements

- Implementation and adoption of policies and processes to support DEI.
- Employee engagement through survey metrics, DEI group champions and networks.
- Monitor and review employee feedback through key reporting mechanisms including observations, whistleblowing, People Business Partners and DEI champions.



Champion

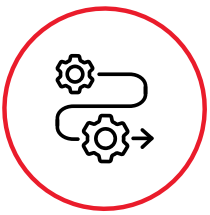
Be active allies, supporting one another by listening, continuous education and being a visible advocate for DEI.

Goals

- DEI champions to embed DEI across the project and achieve an inclusive culture.
- Actively support underrepresented groups and educate the wider workforce about DEI.
- Support our employee networks to create a culture where equality, diversity and inclusion topics can be discussed in safe spaces and promote continual learning.

Measurements

- DEI Champions will embed DEI within their area of work, with the support and skills to contribute to cultural change.
- Partner with external organisations and networks to champion diversity.
- Increase network engagement and mechanisms to hear employee experiences.



Evolve

We are committed to reviewing and monitoring our progress to ensure that all key milestones are being achieved and real change is happening.

Goals

- Apply a defined diversity lens to all aspects of people and career management.
- Recommend initiatives to remove barriers and establish positive practices to increase diversity at all levels.
- Continuously educate and support the business with unconscious inclusivity.

Measurements

- Review and recommend improvements to hiring approaches for low representation groups.
- Provide and embed conscious inclusivity learnings for all employees including modules to be shared during new starter inductions.



Moving forward with our commitments

Our teams have made it clear that they want to see words turn into action. To ensure proper implementation of the recommendations and to move forward, the DEI groups will consistently engage and work collaboratively with internal stakeholders to lead the initiatives required to implement this strategy. To this end, the principles and strategic pillars have been transformed into tangible deliverables and measurements directly from our commitments.

The execution of the goals will be overseen by the DEI executive sponsor who will ensure accountability is identified in the respective DEI groups and track end to end follow through. To ensure transparency on progress, regular reporting will be provided to the Board and Executive leadership team and updates will be communicated to all employees globally.

