

M Group Services Inclusion Commitment

At M Group Services we recognise and value the benefits from our workforce diversity. We work hard to build and maintain inclusive environments and develop a culture where our people feel included and valued.

We believe the business is richer because of the Group's approach to Inclusion & Diversity and we want to enable everyone to feel comfortable with being themselves at work regardless of age, gender, ethnicity, disability, sexuality, social background, religion or belief.

Our Senior Leadership Teams are committed to ensuring that everyone is given an opportunity to use their varied talents and abilities, experiences and skills to contribute to the success of the business and in doing so achieve their personal ambitions and aspirations. Building sustainably inclusive environments will lead to broader diversity across the business.

Objectives

We will:

- Attract and retain the diverse talent our Group needs to maintain a resilient workforce
- Develop advertising and recruitment campaigns using a wide range of channels which seek to appeal to a diverse range of candidates
- Only engage with executive search businesses who are signed up to the M Group Services conditions of engagement on gender diversity and best practice
- Utilise training and upskilling programmes to enhance the diversity of our workforce
- Report, at least annually, on progress towards our inclusion and diversity activities focusing on four key pillars:
 - Leadership
 - Recruitment and Attraction
 - Retention
 - Progression

Each of our divisions is committed to delivering continuous improvement towards inclusive environments and achieving a diversity of our workforce representative of the communities in which we work. Across the Group we will adopt appropriate policies and strategies relevant to our business sectors in support of the Group's objectives.

Inclusion & Diversity is the responsibility of everyone.

Our commitment:

M Group Services, its Chief Executive and the Operational Board are committed to providing a culture of inclusion and delivery of continuous improvement in achieving a greater diversity balance within the Group. We will foster environments which support inclusive communities, celebrate difference and value diversity.



Jim Arnold

Chief Executive Officer