



## Brilliance brought together

### 1. Amazing people

Grow a diverse and inclusive workforce that embraces people from all walks of life and is led by engaging and inspiring leaders.

### 2. Having a voice

Ensure that everyone is listened to, connected to the Values, able to be themselves, and trusts in the organisation to do the right thing.

### 3. Making it easy

Remove the barriers that impede advancement of colleagues, support them with simple procedures and policies, and give them clarity on how to succeed at Telent.

### 4. A chance to grow

Develop an educated and inclusive high-performance culture that provides equal opportunities for individuals to build their career.

### 5. Valuing contributions

Attract, retain, and reward great people for delivering the Vision and Values.

### 6. Supply chain

Promote equality, diversity, and inclusion in all the work Telent does with partners and suppliers.

### Summary

Telent's Equality, Diversity, and Inclusion (ED&I) Action Plan outlines the aims and focuses for the business over the next three years in growing an inclusive culture. It ensures that everyone is clear on what we want to achieve and how we're going to get there.

### Our aim

To create an organisation where people feel involved, respected, and connected, and where the richness of perspectives and skills are harnessed to build a truly inclusive culture.

### Our Values

Be Inclusive is one of Telent's core Values. The Values are shared by all colleagues and are an integral part of how everyone works and operates and how they support the culture within the organisation.