



Telent ED&I Action Plan

An outline of the aims and focuses for the business over the next three years in growing an inclusive culture in line with our Vision, Values, and Behaviours



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.

Objectives

1. Amazing people

- Establish Telent ED&I Steering Group that promotes, guides, and advocates the ED&I agenda for Telent
- Publish and embed an ED&I strategy with targets for action. Reviewed by ED&I Steering Group annually
- Report progress against the ED&I objectives in annual Board report
- One Exec member to sponsor each Telent Community Group, supporting and promoting the Community Group's activities
- Educate the Board of Directors on the importance and benefits of ED&I for the organisation, ensuring ED&I is on the agenda at Board level
- Review recruitment and selection procedures to ensure a fair and transparent process is in place
- Ensure our recruitment process is inclusive and accessible for all people and reaches individuals from all backgrounds
- Train the Talent Acquisition team and all involved in recruitment on ED&I topics and unconscious bias throughout the recruitment process.

Aim

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

Focuses

- Leadership
- Recruitment.



Objectives

2. Having a voice

- Support the annual Employee Engagement Survey, ensuring a focus on ED&I topics
- Champion current and future ED&I activities within individual business areas, departments, and teams
- Ensure that survey results are cascaded with business areas, departments, and teams with a focus on ED&I elements to ensure actions are created
- Promote and facilitate Community Groups and role models for these groups.
- Annual schedule of ED&I activities to improve engagement for people from Black, LGBTQIA+, and Disability communities
- Ensure the results of the annual survey are considered in the ED&I strategy and help to drive priorities
- Create ED&I standard language and communication guidelines
- Ensure all comms, events, and engagement activities are accessible, inclusive, and reflect Telent's Values
- Link in with functional teams to review and provide input on content to ensure it reflects Telent's Values.

Aim

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

Focuses

- Engagement
- Communication.



Objectives

3. Making it easy

- Agree and publish ED&I aspirations that target changes in the employment demographic
- Promote the ways of declaring personal characteristics on the HR system used for data analysis. Ensure colleagues feel safe to declare this information and are aware of how it will be used
- Promote a safe mechanism for all employees to report on inappropriate behaviour or practices
- Ensure there are appropriate facilities to support people from all backgrounds, beliefs, and abilities
- Review employment policies and training to ensure both are reflective of Telent's Values
- Ensure flexible working arrangements are widely available and their practice regularly monitored for emerging trends
- Apply for appropriate external accreditation to assist with improving performance
- Adopt a career pathway framework to ensure a clear and transparent progression path is available for all roles
- Ensure performance objectives are reflective of Telent's Values and Behaviours.

Aim

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.

Focuses

- Brilliant basics
- Organisational design.



Objectives

4. A chance to grow

- Identify resources and materials to support Leaders and Managers in bringing inclusive work practices to life
- Ensure training and development opportunities are available for all colleagues on a fair and equal basis
- Introduce a formal, transparent, and consistent succession planning process
- Hold annual Leadership and Managerial training
- Actively seek out ED&I-related industry events that ensure best practice is maintained and learning continues
- Promote adoption of ED&I across Group Objectives, Values and Behaviours
- Introduce performance management calibration that promotes fairness and removes bias in the process
- Introduce a new performance management process that promotes a fair and consistent approach to performance and development.

Aim

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

Focuses

- Training and development
- Performance management.



Objectives

5. Valuing contributions

- Publish an annual Gender Pay Gap Report internally and externally
- Move toward Ethnicity and Disability Gap reporting and analysis
- Maintain equitable compensation and job classification practices.

Aim

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

Focuses

- Reward and recognition.



Objectives

6. Supply chain

- Adopt a responsible procurement policy with ED&I requirements
- Working with subcontractors to encourage diversity in their workforce through monitoring and reporting
- Ensure supplier onboarding, governance, and SRM includes ED&I practices.

Aim

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

Focuses

- Responsible procurement.



