

Diversity and inclusion policy

1. Purpose

As Vector works to realise our vision and Symphony strategy, we want the best available talent and mindsets in the market irrespective of gender, age, race, nationality, sexual orientation, physical ability, cognitive approach, and background.

Through Vector's commitment to diversity and inclusion, we enhance employee attraction and retention, fostering innovation and diversity of thought to benefit our customers, our shareholders and our people and ultimately support the delivery of our Symphony strategy.

We strongly believe that creating an inclusive workplace we empower our employees to share their unique perspectives and talents, in an environment where everyone feels valued, respected, and able to thrive.

2. Policy

We will:

- Recruit and promote based on merit and expect high levels of performance including behaviours.
- Uphold a zero-tolerance approach towards discrimination.
- Foster inclusive interactions with customers, stakeholders, shareholders, and business partners, reflecting an understanding of their needs.
- Ensure that our policies, processes, and systems are inclusive, catering to the diverse needs of our workforce, and potential workforce.
- Promote inclusive behaviour as a fundamental responsibility and skill for all employees, with our leaders being role models.
- Ensure our leaders support employees during various life stages and events.
- Provide an accessible working environment that accommodates individuals with physical and neurological disabilities.

This policy applies to all employees, contractors working on Vector premises and directors of Vector.

3. Tracking

Vector will have measurable objectives in relation to diversity and inclusion and will monitor, review and report to the people and remuneration committee on the progress of those objectives.

Vector will include in its annual report:

- A breakdown of the gender composition of directors and officers, along with comparative figures from the previous year.
- A statement from the board evaluating performance in line with the diversity and inclusion policy.

4. Governance and support

- The people and remuneration committee will receive reports on the company's progress against agreed objectives in line with this policy. Additionally, the committee will review the effectiveness of Vector's people and culture strategy, ensuring that Vector's culture, policies, and management systems are merit-based, aligned with, and promote diversity, inclusion, and equity.
- Vector maintains and supports a diversity inclusion & wellbeing council comprising the group chief executive, executives, senior managers, and champion representatives. The council meet regularly to review and approve an annual work plan developed by the people team, integrating insights from champion networks and external expert partners.
- The council sets an example for all managers in demonstrating the behaviours and level of commitment required to fulfil diversity and inclusion commitments.
- Vector supports employee champion networks, which advocate for the inclusion of our diverse workforces, influence diversity programs, and propose innovative improvements.

These employee champion networks implement initiatives to fulfil diversity and inclusion commitments, thereby supporting Vector's strategy and business performance.

5. Definitions

- 5.1 Diversity – includes all the elements that make up an individual's identity such as ethnicity, religion, age, gender, disability, sexual orientation, education etc.
- 5.2 Equity – equity = fairness. This is especially true when it comes to processes and procedures at work. Equity within a workplace allows everyone to be treated fairly and have the same opportunities to be their whole selves at work, and to contribute meaningfully in their jobs.

- 5.3 Inclusion – creating environments so that everyone feels safe, welcomed, supported, valued and respected. Creating environments where everyone embraces differences and respects these differences through words and actions.
- 5.4 “Discrimination” is treating someone unfairly or differently based on certain characteristics such as race, gender, age, or disability.

August 2024

