

**DIVERSITY,
EQUALITY &
INCLUSION
STRATEGY
2023-2025**



INTRODUCTION

The Lanes Group places people at the very heart of our business, making Diversity, Equality and Inclusion (DEI) a fundamental part of our organisational ethos. Our unwavering commitment to surpassing legal obligations in tackling discrimination stems from our deep understanding of the profound value and positive impact a diverse workforce brings to our business, clients, and colleagues. We firmly believe in fostering an environment where everyone is treated equitably and encouraged to embrace their authentic selves, knowing this leads to peak performance and optimal outcomes.

In the context of the workplace, we adhere to the following definitions:

- Diversity: lies in our ability to attract and retain talented individuals with varied backgrounds, perspectives, and approaches.
- Equality: forms the bedrock, ensuring that every individual employed by or seeking employment with our organisation has equal access to opportunities.
- Inclusion: is evident when our organisation actively engages our staff in shaping the course of activities and decisions.

Our comprehensive DEI Strategy not only outlines the objectives and commitments we are undertaking over the next two years but also serves as a dynamic blueprint that allows us to continually adapt to the evolving needs of our workforce and business. Our pledge to listen, learn, and respond effectively is strengthened by the wholehearted support of our leadership team, who lead by example. We are excited about the growth and learning opportunities that lie ahead on our DEI journey, as we move forward together as a cohesive unit.



GOALS

Crafted as an all-encompassing two-year plan, our strategy serves as the linchpin in the realisation of our business and people-focused objectives. It offers a unified vision and unwavering dedication from the entire organisation, as we strive to accomplish three pivotal goals. The strategy meticulously pinpoints priorities and initiatives, delineates clear roles and responsibilities, and provides a concrete roadmap for monitoring progress and gauging the extent of our achievements.

Workplace Inclusion



Nurture a culture that esteems and embodies a diverse employee demographic, fostering collaboration, flexibility, and fairness to empower all employees to realize their fullest potential, thereby bolstering retention.

Workforce Diversity



Attract a diverse, accomplished pool of candidates, thereby enhancing the diversity of thought and perspectives within our workforce.

Sustainability and Accountability



Systematically dismantle barriers impeding comprehensive inclusion by ingraining equality, diversity, and inclusion within our policies and practices. Equip leaders with the skillset to manage diversity effectively and ensure they are answerable for delivering tangible results.

VISION

Striving for an environment of respect and inclusivity, we aim to cultivate a workplace that not only attracts and retains a diverse workforce reflective of our customers and community but also positions us as a champion of change, known for spearheading exemplary DEI practices.



PLAN

GOAL	OBJECTIVE	ACTIONS	ACCOUNTABILITY	MEASURING SUCCESS
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WORKFORCE DIVERSITY

Broaden our recruitment efforts to actively seek and attract a diverse pool of exceptionally qualified candidates, fostering a rich tapestry of perspectives and ideas.

1. Implement comprehensive data monitoring to gauge and evaluate equal opportunities among our salaried employee population.
2. Incorporate equal opportunities monitoring for all prospective candidates applying for salaried positions.
3. Conduct a thorough review of standard job role profiles and advertisements to eliminate any potential barriers to inclusion.
4. Offer specialised training to all recruiters to enhance their awareness of unconscious bias.
5. Utilise insights from the analysis of equal opportunities monitoring data to shape upcoming recruitment strategies and enhance our overall people management approaches.

Human Resources & Senior leadership team

Collation and comprehensive analysis of equal opportunities monitoring data.

Demonstrable strides in fostering a more diverse workforce and ensuring equitable representation across a spectrum of characteristics.

Mandate all employees involved in recruitment to partake in comprehensive training on unconscious bias and inclusive recruitment practices.

WORKPLACE INCLUSION

Cultivate a vibrant culture that not only values and embodies a diverse spectrum of employees but also champions collaboration, adaptability, and equity, thereby empowering every individual to realise their fullest potential and fostering higher rates of retention.

1. Enrich our managerial team through comprehensive inclusive leadership training.
2. Forge ahead with the expansion and solidification of a dynamic calendar of inclusive events, fostering awareness, celebration, and active promotion of equality, diversity, and inclusion all year round.

Human Resources & Senior leadership team

All managers to attend inclusive leadership training

Delivery of planned inclusion events

SUSTAINABILITY & ACCOUNTABILITY

Systematically identify and dismantle barriers to complete inclusion by ingraining principles of equality, diversity, and inclusion into our policies and practices, while also equipping our leaders with the tools to effectively navigate diversity and take responsibility for tangible results.

1. Conduct a comprehensive review of policies and practices to proactively identify and eliminate systematic barriers to inclusion.
2. Introduce the regular publication of diversity and inclusion metrics within the management information provided to our leadership team and executive/investment board, promoting transparency and accountability.
3. Schedule the TIDE assessment for annual repetition to ensure consistent tracking and advancement in our diversity and inclusion efforts.

Human Resources & Senior leadership team

Suite of inclusive policies & practices

Presentation of Diversity & Inclusion related MI at Senior Team Meetings and investment Board Meetings

Increase in TIDE score

ROLES & RESPONSIBILITIES



Individual behaviours, attitudes, and mindsets profoundly influence the well-being of others and collectively shape our workplace. Hence, every employee bears the responsibility of upholding a secure, respectful, and dynamic environment. It is imperative that all individuals are treated equitably within a workplace that embraces and champions equality and diversity.

We can all contribute by actively engaging in workplace diversity, equality and inclusion initiatives, while adhering to all anti-discrimination regulations and workplace diversity legislation.

Managers play a pivotal role by exemplifying a robust commitment to workplace equality, diversity, and inclusion, serving as beacons of inclusivity, nurturing an environment that fosters inclusiveness, promptly addressing inappropriate conduct, participating in diversity training, and encouraging team members to partake in such endeavours.

The realisation of our strategy hinges upon the wholehearted support and participation of every individual within the Lanes Group.



EVALUATION METHODOLOGY

We will ensure a systematic and rigorous assessment of our DEI goals, conducting regular reviews and quarterly reporting. These comprehensive reports will be presented to both the executive board and the leadership team.

The review process will emphasise the implementation of actions, tracking progress, celebrating achievements, and identifying necessary adaptations to enhance our efficacy.

Annually, we will conduct the TIDE assessment to thoroughly evaluate our performance in the realm of DEI, gauge the influence of implemented objectives, and maintain accountability for fostering continuous improvement.

The insights garnered from these evaluations and reviews will steer the development of subsequent action plans, further solidifying our commitment to achieving a more inclusive and diverse workplace.





THE
LANES
GROUP