



DIVERSITY, EQUITY AND INCLUSION POLICY

The Whitehelm Capital ('Whitehelm') Diversity, Equity and Inclusion Policy has been developed in conjunction with the Diversity, Equity and Inclusion Working Group. It is subject to review by the Board in accordance with its annual review schedule.

WHAT IS DIVERSITY, EQUITY AND INCLUSION?

Diversity is the representation of all of our varied identities and differences including but not limited to age, gender, race, ethnicity, disability, sexual orientation, religious beliefs, cultural background, education, life experiences, socio-economic status, marital status and carer responsibilities.

Equity is about acknowledging that everyone has different needs, experiences, and opportunities. At Whitehelm we recognise that in a diverse workplace people require support in different ways. We want to ensure the fair treatment, access, opportunity and advancement of all and to identify and eliminate barriers that prevent participation.

Inclusion is about creating a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value and want to ensure that all feel welcomed, supported and acknowledged and able to participate fully in the decision-making processes and development opportunities here.

WHY IS DIVERSITY, EQUITY AND INCLUSION IMPORTANT?

Diversity, Equity and Inclusion is a strategic priority and is instrumental in achieving our long-term Vision and Mission. A diverse, equitable and inclusive workplace makes teams more effective, delivering top performance and long-term sustainable outcomes.

WHAT IS WHITEHELM'S APPROACH TO DIVERSITY, EQUITY AND INCLUSION?

In line with our commitment to Diversity, Equity and Inclusion, at Whitehelm we:

- Seek to improve the diversity of staff, recognising that representation of varied identities and differences is instrumental to our Vision, Mission and Strategy
- Celebrate the unique perspectives of all staff and respect different views
- Foster an inclusive culture where our differences enrich us
- Provide equal opportunity to all staff to contribute and achieve
- Eliminate barriers that prevent the participation of anyone
- Ensure all staff support Diversity, Equity and Inclusion initiatives, encourage inclusive behaviours and challenge exclusionary practices
- Support broader industry Diversity, Equity and Inclusion initiatives

To support the above, we have set some diversity targets that are measurable and achievable. Progress against the targets is measured every year and reported to the Board and on our website.

ROLES AND RESPONSIBILITIES

Contributing to a diverse, inclusive and supportive environment is everyone's responsibility and all staff are required to demonstrate this as part of the performance management process.

The Diversity, Equity and Inclusion Working Group, the Management Group, and the Board of Directors have specific accountabilities.

- The Diversity, Equity and Inclusion Working Group is supported by a Charter and sponsored by a Management Group member. Its mission is to shape, promote and support Whitehelm's commitment to a diverse, equitable and inclusive workplace and foster an environment where all staff can contribute. The Working Group helps to inform our Diversity, Equity and Inclusion priorities each year.



WHITEHELM
CAPITAL

- The Management Group is responsible for leading the development, implementation, and continued management of Whitehelm's Diversity, Equity and Inclusion Policy, with guidance from the Working Group.
- The Board is responsible for policy endorsement and for assessing the Diversity, Equity and Inclusion KPIs of the Management Group.