

## Diversity, Equity and Inclusion strategy roadmap – year one

Objectives for year one	High level 'how'
1. Cement the understanding that everyone has a part to play, and everyone benefits from driving DEI outcomes	<ul style="list-style-type: none"> <li>• Create targets that stretch and inspire, that are owned at team level</li> </ul>
2. Educate and build confidence to ensure every person in PPF knows how to create an inclusive environment	<ul style="list-style-type: none"> <li>• Develop confidence in creating an inclusive environment</li> <li>• Create strategic influence through connecting senior leaders to Employee Resource Groups (D&amp;I groups)</li> </ul>
3. Ensure we have the data needed to understand the impact of our actions	<ul style="list-style-type: none"> <li>• Agree what data will be collected to monitor and evaluate progress</li> <li>• Identify and communicate how data will be collected, held and used for reporting</li> <li>• Review Employee Engagement Survey to monitor themes, opinions and engagement around DEI</li> </ul>
4. Contribute to conversations across our industry to show commitment and drive change	<ul style="list-style-type: none"> <li>• Measure ourselves against standards in: Women in Finance Charter, Race at Work Charter, Disability Confident Employer scheme</li> <li>• Identify areas where we need to focus on long-term talent development within underrepresented groups and create plans to support this change</li> </ul>