

Diversity & Inclusion Policy

Purpose

Diversity and inclusion are both an integral part of St. Agni's culture, as we endeavour to build a team with different backgrounds, views, experience and capabilities. We are committed to retaining people who are passionate about our customers and products, that have a broad range of skills, experiences and frames.

Our Principles

Our progressive approach to diversity focuses on age, ethnicity, gender identity, spiritual beliefs, sexual orientation, inclusion and acceptance. The activity that we undertake across these areas of focus is aligned to the following principles:

- Increasing the diversity of our workforce.
- Creating a flexible and inclusive work environment that values difference.
- Harnessing diversity of thought and capitalising on individual differences.
- Leadership behaviours that reflect our belief in the value of diversity and inclusion.
- Attracting and retaining a talented workforce through increasing the diversity of the candidate pool.
- Working with artists and contributors that also reflect our diversity principles.

Practical Application

We will achieve the activities outlined in this policy by:

- Ensuring our recruitment and selection, development and talent management approaches enable diversity and inclusion at all levels.
- Enhancing processes and policies to encourage greater flexibility and diversity.
- Embedding diversity and inclusion in our culture through engaging internal communications and events.
- Regularly tracking progress against targets.
- Engaging with collaborators that reflect our diversity principles.
- Ensuring our brand portrays our diversity and inclusion policy on outbound media and marketing channels.
- Not permitting or condoning any harassment, discrimination or victimisation.