

# DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY

7 November 2023

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## DEI - Vision statement

Our vision for our people experience is to engage in meaningful and fulfilling work that drives business growth, technological advancement, and positive change in society, fostering a working environment where differences are sought after and embraced as a means to create value for our stakeholders and expand opportunities for our employees to our company to fulfill our potential.

## DEI - Statement of Commitment

Our goal at Ricardo is to be a diverse, equitable and inclusive employer. We know that having and reflecting different perspectives helps us be better as an organisation: customer focused, collaborative, pioneers for change and mindful about the impact that our work and our enterprise can have on society. These are core to our business vision to create a safe and sustainable world, and fundamental to the values that define Ricardo as a company.

We are proud of the diversity that exists within our organisation and recognise that we want to go further. Our corporate vision offers the potential to bring people together and we want our culture to do the same; enriching the communities in which we operate by drawing on a variety of ethnicities, genders, orientations, backgrounds, skills, and views. We are committed to having the best talent. We encourage people from a diverse range of backgrounds, investing in education and training empowering everyone to reach their full potential, which helps to enable us to solve our customers' most complex and dynamic challenges.

Supporting our group values: 'Create together, Be innovative, Aim high and Be mindful, we have created for our people a meaningful and fulfilling workplace, experienced by an enabled working environment where differences are valued and celebrated, where we feel we belong, regardless of gender, disability, ethnicity, sexual orientation or age, and where we have an inclusive culture in which everyone thrives.

As a global group it provides us with a unique span of recruiting talent, bringing together cultures, nationalities, and neuro diversity from around the world.

Our DEI focus is underpinned by Ricardo being an equal opportunities employer, complying with all applicable laws in all the locations in which we operate.

We have several internal teams, including our DEI Forum who provide insight in creating awareness to help raise and provide training and support so that all our people have a voice and the opportunity for sharing ideas, knowing their feedback is always listened to and taken seriously.

We seek to work with suppliers and clients who are aligned with our DEI agenda. Discrimination or harassment against any job applicant, employee, or other business contact, directly or indirectly, is not permitted nor tolerated. We expect all our employees, suppliers, and clients, to always treat each other with dignity and respect and comply with all applicable laws. We are firmly committed to a working environment where the different perspectives that diversity brings to the business, are recognised, valued, and respected.

This policy statement supports our Equal Opportunities policy, Human Rights policy, and Supplier Code of Conduct. The responsibility for DEI sits with the Chief Executive supported by the Group Director of People, Team and Organisation and the group DEI Forum, which is delivered by procedures and guidance through the Business Unit Managing Directors, and their teams.

**Graham Ritchie**

A handwritten signature in black ink, appearing to read 'G. Ritchie', with a small mark below it.

Chief Executive Officer