

Equality, Diversity, Inclusion & Belonging Statement

This statement reaffirms eQuality Solutions Group Limited (eQS), including all its subsidiary companies, believes in the power of diversity to drive innovation, enhance client and customer experience, and support the Group in achieving its business objectives.

At the heart of eQS's philosophy is a commitment to systemic inclusion, empowering all staff (employees, workers, and self-employed colleagues) to align their personal values with those of the Group.

Our Approach

Our commitment can be summed up in three key principles:

- **Diversity** – Building a workforce that reflects and understands the diverse communities in which we operate and the topics we engage with in our daily work.
- **Inclusion** – Ensuring all team member's perspectives and experiences are heard, valued, and respected.
- **Belonging** – Creating an environment where individuals can reach their full potential not despite their differences, but because of them.

Driving Our Diversity & Inclusion Agenda

In 2021, eQS conducted a comprehensive Equity, Diversity, and Inclusion (EDI) review across the entire Group.

The review included:

- **Consultations with staff**, both individually and in groups.
- **An evaluation of internal policies and procedures** to identify areas for improvement.
- **A data-driven approach**, assessing EDI-related metrics.

- **An independent working party**, composed of employees from across the business, supported by external consultants to ensure transparency and accountability.

Key Outcomes

The final report outlined:

- **A Group-wide EDI strategy**, with clear objectives covering areas such as leadership diversity and external communications.
- **A unified approach and common goals** across all businesses within the Group, including best practices for recruitment and data collection.
- **Tailored action plans** for each business unit, detailing both short-term initiatives and long-term commitments to fostering a more inclusive workplace.

Through these efforts, the Group remains dedicated to embedding diversity, inclusion, and belonging into every aspect of its culture, ensuring a positive and equitable experience for all.



Andy Gough, Group Managing Director