

## Diversity Commitment

### The principle

We are committed to developing a team of individuals with the best skills to help us realise our goals, regardless of age, ethnicity, faith, gender identity, sexual orientation, physical capacity or background. We strive to create an equal, diverse and inclusive workplace.

### One IG

In July 2018 we adopted our 'One IG' diversity and inclusion strategic framework. This sets out five key principles that enable us to create an open, welcoming, and inclusive culture:



### IG diversity and inclusion strategic framework

## **1. Inclusion is what you can expect at IG**

An inclusive culture is firmly embedded at the heart of IG Group. This is articulated through our blueprint for the future, which sets out our purpose, strategic drivers and core values, and through our Brighter Future framework, which sets out our ESG strategy and includes commitments to equality, diversity and inclusion.

## **2. An inclusive culture is a positive outcome for everyone and our business**

We believe that delivering on our commitment to building an inclusive culture will be a source of competitive advantage. We work to educate employees about the benefits that diversity and inclusion bring to our business and we participate in research that aims to further our understanding of and improve diversity and inclusion in the workplace. We comply with international, national, and local regulatory requirements in reporting our performance on diversity and inclusion.

## **3. Inclusion is everyone's responsibility**

To continuously improve we have a global Diversity and Inclusion strategy with annual objectives, targets and KPIs in place. This strategy outlines the roles and responsibility we all have in creating an inclusive culture.

Our values are the core behavioural expectation for all employees at IG. These values are central in our performance management framework to ensure that all employees receive feedback on their behaviours and to enable individual performance to be judged on behaviour as well as overall achievement.

## **4. Inclusive culture is a journey**

Based on best practice, our Diversity and Inclusion strategy, activities and objectives, focus on topics that have been proven to yield results – leadership and management behaviour, improving authenticity, increasing networking and visibility opportunities for under-represented groups and improving access to career development experiences.

## **5. Our people shape what inclusion means at IG**

We understand that the perspective of our current and prospective employees is vital in helping us deliver on our promises. Employee voice is provided through our People Forum, our employee networks, and through our annual staff engagement survey and our performance management processes.