

# Equity, Diversity & Inclusion Strategy 2024 - 2027

### INTRODUCTION



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Equity, diversity and inclusion (EDI) remains at the heart of our mission. Drawing from the widest pool of talent, this diversity of thought leads to more innovative ideas and creative solutions to problems. We ensure our colleagues work in a culture of true equality and fairness, fostering a culture of community spirit.

We are aware that our industry and our company are not as diverse as they could be, and we have made a commitment to embed social value throughout the organisation and all our projects. Our equity, diversity and inclusion strategy will provide the framework for progression to ensure that we continually improve, and can monitor our impact.

## CORPORATE GOAL

Our goal is to be the UK's market leading owner-operated FM business in the next 4 years.





## ED&I VISION

Our vision will enable us to build a community where every individual, regardless of background, identity, or experience, feels valued, respected, and empowered to thrive.

## ED&I MISSION

Our mission is to advance equity, diversity and inclusion, unlocking talent and promoting social mobility. We empower individuals to thrive, fostering a diverse and inclusive culture for collective success.





#### **BE A GOOD PERSON**

We give people opportunities and embrace their inherent goodness. We are open minded and uphold integrity. We are respectful and considerate. We are kind and appreciative.



**SBFM** 

VALUES

#### **PLAY AS A TEAM**

Community and communication is everything. We remain inclusive within our company and with our clients. Together, we grow, retain, execute and make an impact. We are one team.



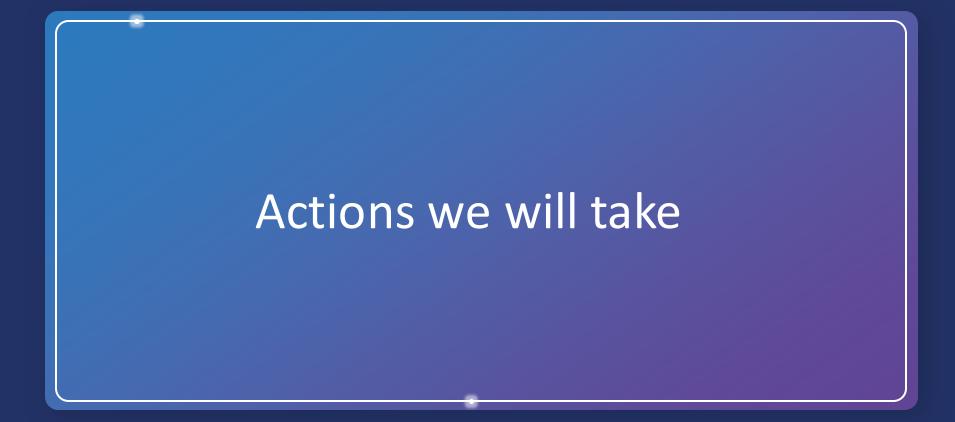
#### THINK DIFFERENTLY

We encourage a growth mindset; everything can be improved through effort. We love innovation and ideas. We are disruptors, and push boundaries for sustainable growth.



#### **MAKE AN IMPACT**

It's all about the ultimate goal. We exceed expectations and deliver results at pace. We challenge the norm and step out of our comfort zone, because at our core, we are passionate and love to win.



## STRATEGIC ACTION PLAN

We have compiled a strategic action plan to achieve our five strategic objectives detailed (right).

We have identified key individuals who will be held accountable for delivering the equity, diversity and inclusion actions, the timescales for achieving them, and how we will measure the impact. A detailed action plan will be produced to allow us to track progress on a monthly basis.

We will align our actions with the five strategic objectives defined here. By doing so, we ensure we have a broad focus on equity, diversity and inclusion which will embed within our culture:



#### Inclusive Leadership

To educate our leaders and management to have self-awareness about their own biases, to embrace others' experience and ideas, and make a positive impact



#### **Inclusive Culture**

To create a working environment where people respect and value each other's diversity and views, adding strength to their overall contribution to the business's success



#### **Diversity of Leadership & Workforce**

To create a vibrant, diverse and representative workforce at all levels of seniority



#### Collaboration with Clients & Supply Chain

To align our equity, diversity and inclusion approach with that of our partners



#### Social Impact on Communities

To work in partnership with local communities and groups to leave a positive social impact in the communities we work in.



## INCLUSIVE LEADERSHIP





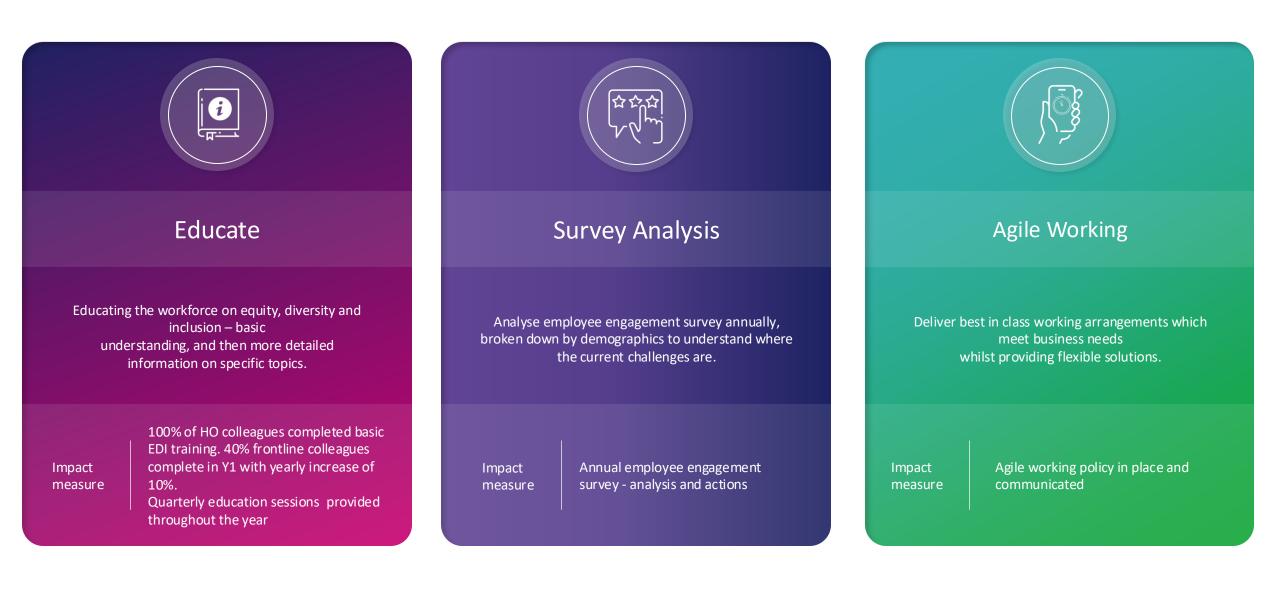
## INCLUSIVE CULTURE



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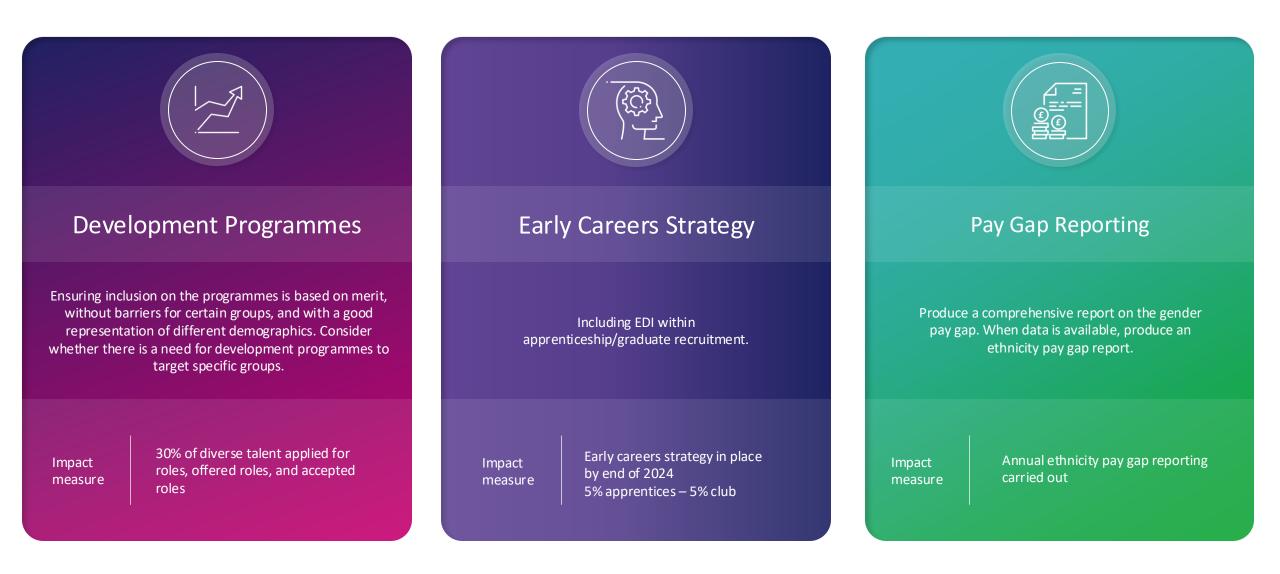


## INCLUSIVE CULTURE





### **DIVERSITY OF LEADERSHIP & WORKFORCE**

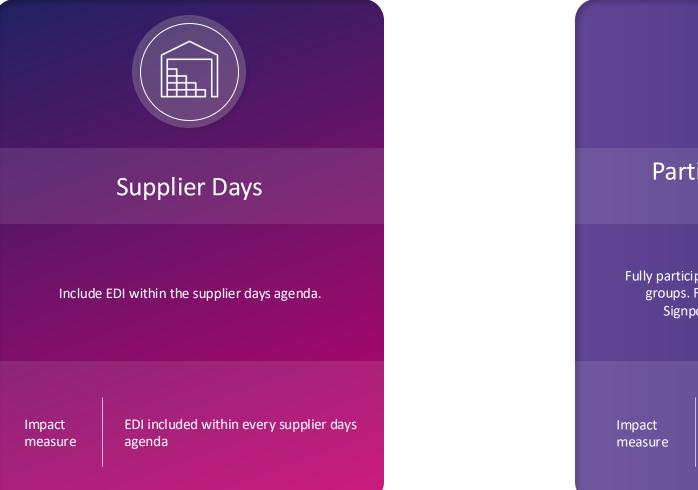


## Collaboration with Clients and Supply Chain

### COLLABORATION WITH CLIENTS & SUPPLY CHAIN



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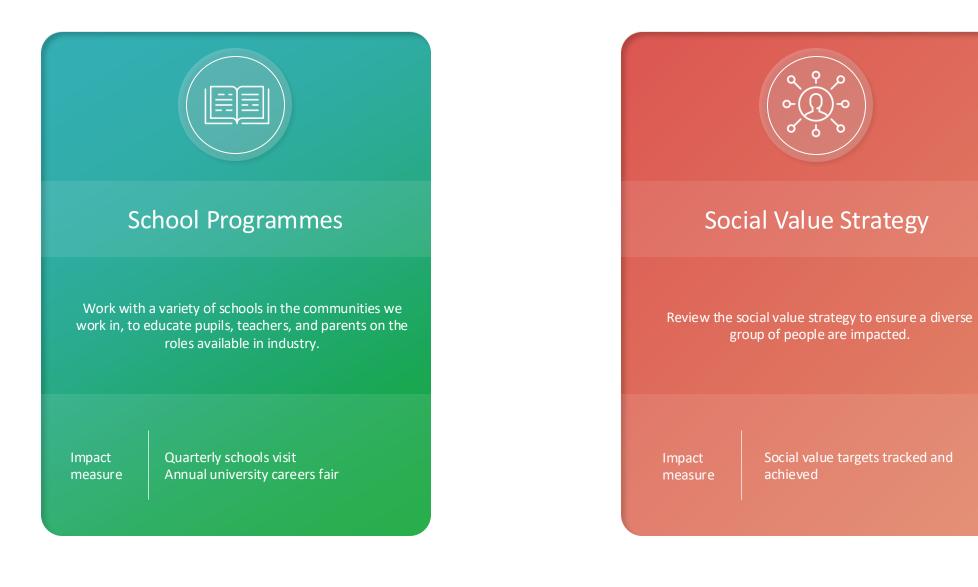
#### Participate in Industry EDI Groups

Fully participate in existing collaborative industry groups. For example, LGBT+ in FM, WIFM. Signpost employees to get involved.

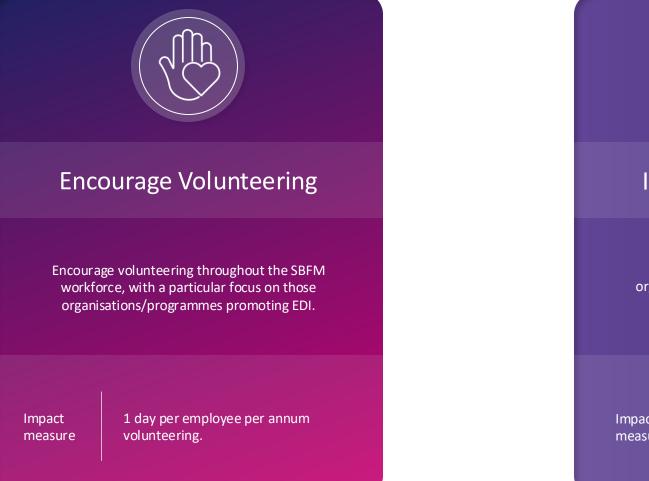
Active participation in collaborative industry groups



#### SOCIAL IMPACT ON COMMUNITIES



### **COLLABORATION WITH CLIENTS & SUPPLY CHAIN**



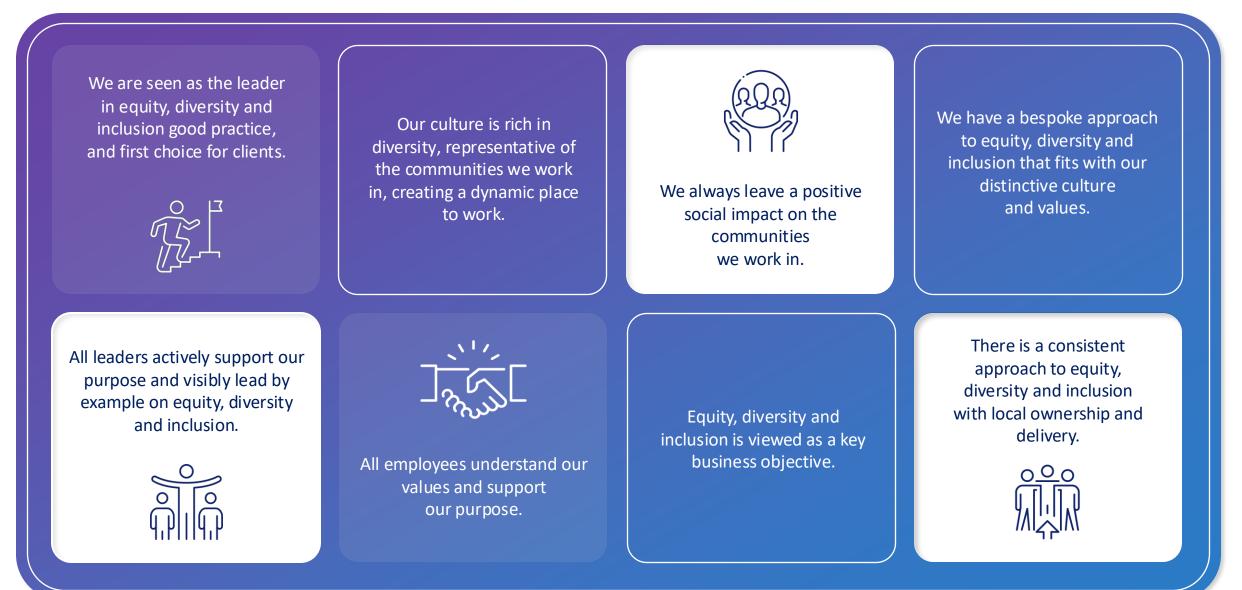


#### Improve Social Mobility

Improve by partnering with charities and organisations that work with excluded groups through the Evolve programme.

Impact measure All temporary and permanent roles offered to excluded groups & conversions to permanent roles Type of charities/organisations partnered with.

## HOW WILL WE KNOW WE HAVE ACHIEVED IT?





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