

# M&G plc's Global Diversity and Inclusion Strategy

# M&G plc business priorities

#### **Behaviours**

Inspire others, embrace change, keep it simple, deliver results

## Diversity and Inclusion strategy

#### **HR** priorities

#### Gender

Striving for gender equity at all levels and across all departments within our organisation

#### LGBT+

Supporting customers, clients and colleagues across the broad spectrum of sexual orientation and gender identity

#### Disability

Creating a workplace, that is accessible and inclusive across both physical and neurodiverse needs

#### **Ethnicity/Nationality**

Striving for a globally inclusive organisation across cultural, race, ethnicity, nationality, faith and social background

#### Life stages (generations)

Supporting colleagues priorities and perspectives as they evolve throughout their personal and professional lives

#### Measurement/Accountability

# Goals and impact measures

#### 40% women

and

#### 20% ethnicity/nationality

at Executive Committee and their direct reports by 2025

#### **Inclusion index**

Year-on-year improvement of OneVoice inclusion index

### **Brand impact**

Expand brand impact with colleagues, customers and external stakeholders differentiating M&G plc as leading the Diversity and Inclusion agenda

# **Delivery**

# Diversity and Inclusion strategy

Recruit, retain, develop, enable and engage

#### Well-being

Well-being Wednesdays
Well-being On-demand Channel
People policies
Well-being and Inclusion App

#### **Business forums**

D&I Action Plans
Data: metrics/measurement
Intent: talent management /
colleague engagement

## Global colleague campaigns

This is Me Invest in Yourself #IAM My Journey

# **Colleague Networks**

Pride (LGBT+)
Elevate (gender)
Enable (accessibility,
neurodiversity and carer's)
Embrace (ethnicity/
nationality/faith)
Mind Matters (mental health
and well-being)

Employee forum Global mental health first aid community