

INZPIRE'S EQUALITY, DIVERSITY AND INCLUSION STRATEGY



INTRODUCTION

Equality and respect are central to the core values of Inzpire. We believe that an equality, diversity, and inclusion (ED&I) strategy is an extension of those values to ensure every individual can feel safe, experience a sense of belonging and is empowered to achieve their full potential.

We recognise that ED&I is a journey of continuous improvement which needs to be delivered within the context of our industry, our customers and our people.

We have more work to do to advance ED&I across our business. We are committed to investing to move our company and industry forward, holding ourselves accountable at every level.

VISION

To build a culture of inclusion, and create a work environment in which we are all treated fairly, and respected for our contribution and diversity.

ED&I STRATEGY

Our ED&I strategy aligns with our company strategy, and concentrates on three main areas: our people, our customers and our growth.

OUR PEOPLE	OUR CUSTOMERS	OUR GROWTH
Inclusive environment	Diverse talent pipelines	Diverse representation
Attraction Retention Advancement Support	Customer Supplier Community Partnerships	Leadership Accountability Education Communication
Grow our reputation as an employer that attracts, develops and retains a diverse workforce where people from all backgrounds are treated fairly.	Exercising thought leadership and visible commitment to advancing inclusion, diversity and belonging to better serve the needs of our customers and the communities in which we operate.	Evolve our systems, culture and behaviours to foster a workplace that is inclusive, equitable, and creates an environment for our people to thrive.

GOALS

To deliver our strategy to advance equality and diversity and build a culture of inclusion, we have established a set of goals that we will strive to achieve by 2030.

Promote common understanding of ED&I, shared experiences, and mutual respect.

Bridge the representation gaps for groups that have been historically underrepresented.

Remove any substantial disparities between the experiences of teammates from diverse backgrounds.

Hold ourselves and others accountable for improved ED&I metrics and progress.

To help keep us on track and achieve our goals, we have created an action plan for each goal.

Promote common understanding of ED&I, shared experiences, and mutual respect.

To achieve this goal, we will:

- Ensure that all employees have a deep understanding of ED&I by introducing annual mandatory training, complemented by additional bespoke training.
- Provide access to information, support and networking opportunities for employees from all backgrounds.
- Promote and support local and national diversity and inclusion campaigns meaningful to our employees, providing data led information, advice and guidance where needed.

Remove any substantial disparities between the experiences of teammates from diverse backgrounds.

To achieve this goal, we will:

- Promote the ED&I Advocates Network to champion equality within the organisation through sponsorship and support from the leadership team.
- Review current processes, policies and procedures to ensure that they are demonstrating best practice and are inclusive to all current and future employees.
- Conduct an equal pay review and consider new ways of ensuring equity of pay, job design, progression and development.
- Develop and implement a robust plan to reduce our gender pay gap to ensure that it is better than industry standards.

Bridge the representation gaps for ED&I groups that have been historically underrepresented.

To achieve this goal, we will:

- Review recruitment processes to ensure inclusivity and remove barriers for underrepresented groups.
- Train all employees involved in recruitment and selection on inclusive best practice.
- Ensure that our working practices, policies and procedures are supportive, fair and attractive to people of diverse backgrounds.

Hold ourselves and others accountable for improved ED&I metrics and progress.

To achieve this goal, we will:

- Agree and commit to a purposeful set of KPIs around ED&I.
- Produce and publish an annual report detailing ED&I metrics and progress towards our goals.
- Regularly engage with employees, leaders and other stakeholders to ensure that Inzpire is considered a fair, safe and inclusive organisation to work for.

CELEBRATING PROGRESS

INZPIRE ED&I ADVOCATES NETWORK

It is our collective responsibility to ensure that our workplace is inclusive. Working together, we need to build a sense of community, demonstrating ownership and generating innovative solutions so that we can achieve our vision.

We have created the ED&I Advocates Network which is made up of highly motivated ED&I advocates, who will support the delivery of our ED&I strategy by actively promoting a diverse, supportive and inclusive workplace culture.

For all ED&I queries or suggestions, please contact:
EDI@Inzpire.com

ADDITIONAL EMPLOYEE-LED NETWORKS

Nurturing grassroots, employee-led networks are an important way to raise awareness, provide support and promote equality, diversion and inclusion both at Inzpire and across the wider QinetiQ Group. Being part of the QinetiQ Group enables Inzpire to access and encourage participation in several employee-led networks and associated allies across the globe. Examples include to the following communities: LGBTQIA+, veterans and reservists, neurodiversity, race and ethnicity and gender equality. These community networks are formed and managed by employees who are at the forefront of supporting meaningful change within the QinetiQ Group. Through their courage, passion and generosity, they create impactful opportunities for the connection, support and promotion of cultural awareness, sharing employee perspectives and identifying any improvement areas of focus and help to strengthen our commitment to inclusion and diversity.

QinetiQ Group employee-led networks include:

- JustLike-Q (LGBTQ+)
- Neurodiversity
- Gender Balance
- Ex-military/veterans and reservists
- RISE (Ethnicity)
- Disability and Carers
- Hormonal Imbalance Group (previously Menopause group)
- Diversity and Inclusion Community Group

Inzpire employees are invited to reach out and engage in QinetiQ employee-led networks.

WORKING WITH EXTERNAL PARTNERS

ED&I is not a journey we can take alone, and we look forward to building our relationships with external partners to support our goals and objectives.

Inzpire has already started to work towards our ED&I goals and is proud to work with and be recognised by the following organisations:

Defence Employer Recognition Scheme - Gold Award holder

The Defence Employer Recognition Scheme (ERS) encourages employers to support defence and inspire others to do the same. The scheme encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the [Armed Forces Covenant](#).

Disability Confident Employer – Level 2

Disabled people are a hugely diverse group, with amazing skills and experience. Employers that recognise disabled people as having the valuable skills and qualities that their organisation needs, and that focus on accessing diverse talent as a core business activity - i.e., employing people who think differently - could get the competitive edge that's key in business. This can lead to a very positive impact on the company.

Women in Defence Mentors

Women in Defence UK is an independent, not-for-profit organisation with a mission to accelerate gender equity in defence. Inzpire as a part of the QinetiQ Group gains value from QinetiQ having signed the Women in Defence charter. Inzpire is delighted to have a number of its senior leaders enrolled as mentors on the Women in Defence mentoring programme, offering different experience and perspectives to women seeking development and progression in the defence industry.

NEXT STEPS

Our ED&I journey is ongoing, and we will strive to improve our performance in all areas. Our initial focus will be:

- To develop robust data led delivery plans to deliver against our goals.
- To facilitate better communication around ED&I throughout the business.
- To collaborate with other areas of the business to ensure ED&I is embedded in our working practices.
- To regularly update on and be accountable for our progress and successes.
- To continue to engage with our people to understand their ED&I views, wants and needs.

