

Equality, diversity and inclusion (EDI) policy statement

At RSK, we believe that every employee deserves to feel valued, respected and empowered. As a global business, we recognise that our strength lies in the diversity of our people. Through embracing different perspectives, backgrounds and life experiences, we understand that diversity makes us more innovative, collaborative and resilient.

As we have operations in diverse cultures and different legal landscapes, we commit to upholding our EDI principles while respecting local laws and customs. We recognise that inclusion may look different across the different regions, and we will tailor our approach where necessary to ensure fairness and inclusivity.

Our commitment to equality, diversity and inclusion

Our approach to EDI is simple but powerful: we treat all individuals with respect, offer equal opportunities to all employees and actively work to remove any barriers that could prevent people from reaching their full potential. We aim to ensure that equality is embedded in everything we do, from recruitment and career progression to workplace culture and benefits.

We do not tolerate any form of discrimination or harassment. Our goal is to create an environment in which all forms of talent are celebrated.

We embrace the diversity of our workforce and celebrate the unique contributions that each individual brings. We are committed to fostering an environment in which differences are seen as a strength. Our diversity is a key driver of our sustainability goals, helping us to innovate, solve challenges creatively and build deeper connections with our customers, clients and communities.

Inclusion goes beyond diversity; it's about creating a sense of belonging for everyone. We encourage collaboration, open communication and continuous learning, enabling everyone to have a voice and the chance to make a meaningful impact. This also means offering flexibility in how and where we work, striving to accommodate the varying needs of our employees to help them thrive in their roles.

Continuous improvement

We recognise that the work of equality, diversity and inclusion is ongoing. We are committed to continuously improving our practices and policies, ensuring they are aligned with the needs and expectations of our employees and taking action when necessary to address any gaps. We also promote transparency and accountability in our EDI efforts, regularly reviewing our progress and engaging our people in open conversations about how we can do better.

By making equality, diversity and inclusion integral to our values, we are not just creating a better workplace, we are contributing to a better, more sustainable world for everyone.

RSK is a place where everyone, no matter their background or identity, can thrive. Together, we will continue to lead the way in creating a more inclusive future.

Signed on behalf of the Board of Directors

Dr Alan Ryder
Chief Executive
01/04/2025

