



Diversity Statement

At Network Plus we understand the value of having a diverse work force and believe this is key to a successful business. A variety of backgrounds and experience helps bring different perspectives to decision making, which is why at Network Plus we are proactively working to increase diversity and be more inclusive.

Furthermore, we want all employees to feel valued and included to enable everyone to thrive at work and understand the value of their contribution matters no matter their background, identity or circumstances.

At Network Plus we recognise the need to improve diversity in key areas across the company to ensure we have the best skills and talent to drive the business forward. Therefore, we have been actively working to improve our gender diversity following a D&I survey by establishing a Women in Network Plus (WiN+) Group in June 2022: This forward-thinking network brings together women from all backgrounds and roles across the Network Plus Group. WiN+ provides colleagues the opportunity to network, discuss career development, join the mentorship programme and influence change moving forward. Alongside the WiN+ group we have established a diversity forum in January 2023 to focus on ensuring all colleagues feel valued and included in Network Plus.

Additionally, we have further plans and ideas to improve other key areas.

- **Armed Forces:** We are proud to be a Silver Award Employer through the Armed Forces Covenant. Network Plus offers career opportunities to ex-Armed Forces personnel, Reservists, Veterans, Cadet Instructors and Military spouses/partners
- **Ex-offenders:** Our recruitment team proactively engage with prisons to offer access to appropriate opportunities
- **LGBTQ+:** Since 2023, we have a growing network and support opportunities to become a more inclusive working environment for all
- **Back to work:** We work with the Department of Work and Pensions (DWP) and local councils to help people get back into employment
- **Apprenticeship and Graduate schemes:** We currently have 42 apprentices and 36 graduates (42% female and 58% male). We are committed to increasing our numbers on each scheme in 2023