

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 inclusion.

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 are continuing to improve our other key areas.

- **Armed Forces:** We continue to proudly hold our Silver badge with the Ministry of Defence and are looking for new ways to help ex-armed forces personnel, Reservists, Veterans and Military spouses/partners whether it's through job opportunities or charitable support.
- **Ex-offenders:** Our recruitment team proactively engage with prisons to offer access to appropriate opportunities
- **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 69 apprentices and 21 graduates and are committed to increasing our numbers on each scheme this year.
- **Menopause Support Group:** Our menopause support network, offering menopause specialist GP services to all those experiencing this at work.
- **LGBTQ+ Network:** We allow a safe space for individuals to receive support and advice. We want to create a sense of belonging and a community for any unique challenges and experience that people may face.