



GHD Group

Inclusion and Diversity (I&D) Statement

The GHD Board and Enterprise Leadership Team (ELT) believe in fostering a work environment in which every individual can thrive. We are committed to shaping an inclusive and diverse atmosphere as we understand the value of embracing varied backgrounds, experiences, and perspectives. It is diversity that propels our ability to deliver exceptional service to our clients and make meaningful contributions to and impacts in the communities we serve.

Our understanding of diversity is not limited by categories or characteristics; instead, it is a dynamic and inclusive concept that celebrates the multitude of experiences, perspectives, and identities that individuals bring to our organization. We are committed to creating a workplace where every individual feels valued, respected, and supported in their uniqueness, contributing to a culture of belonging.

We acknowledge the gap between our current workforce composition and the rich tapestry of diversity we aim to reflect. This recognition fuels our determination to bridge this divide, not merely as an aspiration but as an active pursuit. Our dedication to inclusivity and diversity is unwavering, and we are committed to being a leader in fostering an environment where every voice is heard, every experience is valued, and every individual can thrive.

Our approach to inclusivity and diversity is embedded in our core values and operationalized through our Inclusion & Diversity (I&D) strategy and policies. These are not static policies but evolving commitments to growth, learning, and action. We continuously invest in and advocate for policies, practices, and cultures that advance our vision of a diverse and inclusive workplace.

By embracing diversity in all its forms, we not only enhance our organizational culture but also drive innovation and excellence.

To substantiate our commitment to I&D, the Board and ELT have made several impactful commitments, outlined below:

- **Enterprise 40/40 Gender Diversity:** Aiming for an equitable gender representation across all levels and leadership positions by 2030.
- **Diversified Board and Executive Team Composition:** Work to achieve diversified Board and Executive Leadership Teams by considering varied qualifications, skills, and expertise, emphasizing different perspectives and addressing both conscious and unconscious biases.
- **Strategic Policy Implementation:** Upholding I&D through our organizational policies, comprehensive succession planning, rigorous pay equity processes, and executive accountability.
- **Transparency and Progress Tracking:** Regular and transparent disclosure of our I&D progress through various reports, emphasizing our commitment to transparency and accountability.

We commit to this transformational journey and strive to be the inclusive employer of choice in our industry.

Together, let's embrace diversity, foster equity, and cultivate an inclusive environment where all can flourish.

Rob Knott
Chair

June 2024

Jim Giannopoulos
Chief Executive Officer