

Diversity, Equity and Inclusion Policy

Purpose and Scope

At Newcastle Building Society, we believe our purpose begins with how we build our teams and work together.

We are committed to creating a culture of belonging, where people can bring their whole self to work and be respected and valued for who they are. Through bringing together a diverse range of identities, experiences, beliefs and perspectives, our colleagues can have a direct influence on the success of our Society and the reputation we hold in our communities.

We recognise that a diverse and inclusive workforce creates positive outcomes for risk management, a healthy working culture and innovation which drives the stability, fairness and effectiveness of our business. Through reflecting those we serve, we are enabled to provide the products and services that meet the needs of our customers.

We know that some groups face inequalities and injustices in the way that opportunities and resources get shared in society, this can be in the form of racism, sexism, homophobia and many other forms. This is always unacceptable and we take our responsibility of dealing with prejudice very seriously.

We are committed to continuous listening and learning, consistently striving to ensure that every colleague is treated fairly, and given equal exposure to development and career progression opportunities.

Providing and improving a diverse, equitable and inclusive culture is a collective responsibility and accountability. Through this we have the courage to build a better future, be better connected and help our communities make a positive change.

What is Diversity, Equity and Inclusion?

Diversity includes any factor used to differentiate groups and people from one another. When we talk about diversity in the workplace, we focus mostly on respecting and appreciating what makes people different. Not only are these differences a core value in our business, we are fortunate to live in a society that protects these differences in law (Protected characteristics see below 1.1)

Inclusion is the efforts we all take, to make each other feel accepted, respected and valued for who they are.

Equity is about ensuring everyone, no matter their background or characteristics, receives fair treatment and access to opportunities.

Our Responsibilities

- We will ensure senior level ownership and sponsorship for our Diversity and Inclusion Strategy.
- We will set Diversity and Inclusion objectives and measures and review progress towards these annually.
- We will not discriminate because of any protected characteristic, or any other irrelevant factor, and will build a culture that values individual contribution, openness, fairness and transparency.

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- We will review this policy on an ongoing basis to reflect changes in the law, demographics, best practice and Society requirements.

Your Responsibilities

- Treat others fairly and in a way they wish to be treated, rather than the way you wish to be treated.
- Become familiar with different cultures, race, religions and backgrounds represented by those around you. (See 2.2)
- Become familiar with diversity related terms and if you lack confidence ask for help.
- Drive positive change through elements you can personally bring to the organisation. (Everyone has a lifetime of experience and knowledge).
- Welcome ideas different from your own and listen to concerns of those around you.
- Call out and/or report incidents or actions you see that are unacceptable. (See 2.1)

Together We Make a Difference

Everyone, whether we're from a currently underrepresented group or not, has a role to play in creating a more inclusive culture. Everyone in our Society is unique and brings their own individual perspectives. Through being ourselves and supporting each other to be themselves, we can all perform to the best of our abilities, raise ideas and challenge one another in a respectful way to arrive at the best decisions. We recognise that through understanding and recognising the value in each other's differences we make a real difference to our colleagues, customers, clients and the communities we serve.

Things You Need to Know

What are the Protected Characteristics defined in the Equality Act 2010

- Age;
- disability; (A substantial or long term physical or mental impairment)
- gender re-assignment; (transitioning from one gender to another) • marriage and civil partnership; (for same or opposite sex couples)
- pregnancy or maternity (the period after birth)
- Race, colour, nationality, ethnic or nation origin;
- religion or belief;
- sex;
- sexual orientation

It's important to remember many people face inclusion challenges that go well beyond the characteristics that are defined in law. Sometimes these characteristics cannot be seen or heard but can have a substantial impact on them as an individual. Some examples include social class, background and education.

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What Supporting information Might You Need

- Ways to report acts or breaches
- Definitions
- Diversity Calendar
- Line manager responsibility
- Inclusive and equitable recruitment processes.
- Legal obligations

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