

## DEI KEY PRINCIPLES

At Experian we believe that Diversity, Equity and Inclusion (DEI) are essential to our purpose of creating a better tomorrow.

In developing products for our customers and consumers we are committed to setting a standard of equity and financial inclusion for our communities. We believe in making positive change in the world and playing an active role in the effort to close the financial wealth gap of marginalised communities.

We recognise that having a workforce that represents our communities is critical. We believe that differences are what make us stronger, and together we welcome people of all backgrounds to bring their whole selves to the Experian team.

We work to ensure an environment where everyone is treated with fairness, respect, and has equal access to opportunities and resources for all employees regardless of age, disability, gender identity and/or expression, sexual orientation, parental status, parental leave, race, ethnicity, veteran status, and religious beliefs amongst other diverse groups.

We are committed to:

- Removing barriers towards equal opportunities in the way we advertise and recruit for our roles.
- Increasing education and awareness on DEI through our global learning offering so that our people understand the role they play in making everyone feel included in the organisation.
- Providing equal training, career development and promotion opportunities to all employees.
- Measuring progress objectively by setting ambitious diversity goals.
- Partnering with Employee Resource Groups (ERG) to ensure the voices of all employees are represented, heard and amplified – where needed.
- Partnering with suppliers that share similar principles and drive positive behaviours around DEI.
- Driving systemic change in diverse communities by supporting and partnering with non-profit and diversity organisations around the world.
- Maintaining a zero-tolerance approach to bullying, harassment and discrimination and promoting an environment where individual differences and the contributions of our people are recognised and valued.
- Promoting flexible working arrangements for all our people, where their role allows, to ensure a fair balance between work and home commitments.
- Providing equal pay to our employees regardless of gender identity and/or expression

These commitments have been created in line with our existing commitments to the eight International Labour Organisation (ILO) conventions, the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPR), and the UN Women's Empowerment Principles (UN WEP).

To learn more about our DEI journey please see our [2021 Global DEI Report](#)