

## DEI KEY PRINCIPLES

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

We work to create an environment where everyone is treated fairly, with respect, and has equal access to opportunities and resources, regardless of their gender identity and/or expression, sexual orientation, race, ethnicity, culture, religious beliefs, disability, veteran status, parental status, thought, or style.

Our inclusive culture is underpinned by The Experian Way, which is our unique and consistent way of working globally. It informs how our people act and behave, which shapes our culture. One of the five key areas of strategic importance is 'Value each other - We make Experian a great place to work. We treat each other with respect, trust and integrity'.

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

We are committed to improving financial health and driving financial inclusion for millions of people around the world, through the products we develop for our clients and consumers. 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.

Below are key aspects of our commitments, which apply to all employees in all countries:

- We are committed to creating and supporting a diverse workforce. We have DEI executive sponsors from our Group Operating Committee who drive key areas of our DEI strategy; Gender, Ethnicity, LGBTQ+, Disability and Mental Health.
- We are committed to improving gender diversity. We have set ambitious goals and measure progress against these during our Quarterly Business Reviews.
- We are signatories to the UN Women's Empowerment Principles and support their aims to promote gender equality and women's empowerment in the workplace, marketplace and community.
- We are committed to gender pay equity, including following all relevant legislation in the countries we operate in. We monitor our gender pay gap data, which is reviewed and discussed by the Board each year, and work to address any issues highlighted. As part of addressing this we are working to improve gender diversity at all levels of the organisation.
- We are committed to diverse talent recruitment. We are removing barriers to equal opportunities in the ways we advertise and recruit for our roles. We find diverse talent by partnering with universities and external non-profit organisations that support a range of different communities, such as women, people from a range of backgrounds and ethnic and racial groups, and people with disabilities. We have a keen focus on the development of underrepresented talent through participation in workforce programs such as career fairs and bespoke career development programs.
- We are committed to disability inclusion through awareness, education, implementation of assistive technologies and inclusive hiring practices. Having active executive sponsorship strengthens our accountability and we aim to follow established disability guidelines. We aim to use imagery that reflects disabilities and intersectionality in all our communication. We will continue to focus on integrating disability inclusion throughout our business.
- We welcome people of all religions and beliefs. Our offices do not have a dress code, and all employees are welcome to dress as they wish, including wearing religious clothing. We are a

signatory of the Halo Code and support employees to wear all hairstyles without restriction as well as religious head dresses. We provide quiet places for prayer and meditation. We cater for dietary restrictions in meetings and events where food is provided. Employees can choose their working hours to suit their lifestyles and are free to choose the days they take for holidays. All employees are given several days each year to volunteer for charities or in their communities. We have a formal multi-faith holiday calendar, multiple employee faith groups, and are rolling out religious DEI training to all employees.

- We are committed to an inclusive culture. Our Employee Resource Groups (ERGs) connect diverse colleagues through shared experiences, provide a sense of belonging, and foster a more inclusive work environment. We are committed to recognising and celebrating international diversity events that reflect our diverse communities.
- We are committed to increasing education and awareness of DEI through our global learning offering so that our people understand the role they play in making everyone feel included in the organisation.
- We are committed to 'good work' principles, to support better work and working lives for our people including: diversity, equity and inclusion, professional development, fair pay and financial wellbeing, flexible work arrangements, and the absence of bullying and harassment.
- We are committed to equal opportunities for training and career development. We provide training, career and leadership development, coaching, mentoring and promotion opportunities to all employees.
- We are committed to creating an environment where every individual is valued, empowered, and given equitable opportunities to achieve high-performance. Through our High-Performance Environment System, we ensure that our employees have stretch goals aligned with their career development, contributions are acknowledged, and feedback is provided during annual performance reviews.
- We are committed to offering flexible work arrangements, to create a fair balance between work and home. We have recently launched our global Future of Work program, which is our approach to work flexibility. It includes options on workplace and remote working, start/end times, staggered hours, and part time.
- We are committed to align with the International Labour Organization conventions to comply with industry standards and local laws on maximum working hours, breaks and public holidays and employment rights in the countries of operations; we comply with all applicable wage and hour laws and regulation (including the minimum wage, or the prevailing industry wage, (whichever is higher)) and provide legally mandated benefits.
- We are committed to supporting our employees with comprehensive benefits. These vary by country, but will typically include healthcare, parental leave, pension, life assurance, all-employee share plans, as well as programmes focused on mental health and financial wellbeing. 100% of employees (permanent and temporary) are eligible for a bonus plan / commission scheme, and 96% are eligible for Sharesave.
- We are committed to creating a psychologically safe working environment. Our goal is to educate, equip, and genuinely empathise with every Experian employee by raising awareness, reducing stigma, and fostering a preventative culture around mental wellbeing. In addition, we equip our people with the tools and resources needed to proactively support their wellbeing and provide consistent and empathetic support for everyone. We use external benchmarks, such as the Mind Wellbeing Index, when designing and executing our global strategy. You can read about our global approach to mental health and wellbeing [here](#).

- We are committed to maintaining a zero-tolerance approach to bullying, violence, harassment, sexual harassment, and discrimination. We promote an environment where individual differences and the contributions of our people are recognised and valued. Our anti-harassment policy includes the provision of anti-harassment training and confidential complaint forms.
- We are committed to supporting our people through life challenges through our global Experian Cares Fund. We provide financial assistance immediately after unforeseen personal hardship.
- We are committed to supplier diversity. We're developing our supplier diversity programme including increasing the use of diverse suppliers and suppliers that share similar principles, and drive positive behaviours around Diversity, Equity, and Inclusion.
- We are committed to improving financial health and driving financial inclusion. Our products and services help to close the financial wealth gap of marginalised communities. We also support and partner with non-profit and diversity organisations around the world.

These commitments have been created in line with our existing commitments to the eight International Labour Organization (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 [Diversity, Equity and Inclusion Report](#).

A handwritten signature in black ink that reads 'Jacky Simmonds' with a decorative flourish underneath.

Signed: Jacky Simmonds  
Chief People Officer

Date: 29 November 2023