

Our People Commitment

At Experian we believe that creating an inclusive environment that fosters belonging is one of the keys to our people strategy and 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.

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 the value of bringing people together to create broad perspectives. 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 underserved communities.

Below are key aspects of our commitments, which apply to all employees (permanent and temporary) in all countries:

- We are committed to pay equity for all, including following all relevant legislation in the countries we operate in. We monitor our pay gap data, which is reviewed and discussed by the Board each year, and work to address any issues highlighted.
- We are committed to maintaining a broad talent recruitment pipeline. We provide for equal opportunities to all in the ways we advertise and recruit for our roles. We support the development of all talent by ensuring equal access to resources, including workforce programmes such as career fairs and career development programs available to all employees.
- We are committed to disability inclusion through awareness, education and implementation of assistive technologies and inclusive hiring practices. Having active executive sponsorship strengthens our accountability and we aim to follow established disability guidelines and utilise formats that can be understood by assistive technology in all of 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 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 inclusion and belonging training to all employees.
- We are committed to fostering an inclusive culture. Our global network of Employee Resource Groups (ERGs) plays a vital role in connecting colleagues through shared experiences, membership to each ERG is open to all employees. Our ERGs also contribute to the recognition and celebration of international cultural events, providing a sense of belonging and supporting inclusion efforts within Experian and beyond. Additionally, they support inclusion in our communities and help us create inclusive products by testing solutions we are taking to market.

- We are committed to 'good work' principles, to support better work and working lives for our people including: inclusion and belonging, 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 equal 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. Our Future of Work programme 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 Organisation 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 95% 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 improving financial health and driving financial inclusion. Our products and services help to close the financial wealth gap of underserved communities. We also support and partner with non-profit organisations around the world.
- We are committed to upholding basic human rights standards focused on as set forth in the United Nations' Universal Declaration of Human Rights (UDHR), the United Nations' Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organisation (ILO) Standards, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises



To learn more about our culture and how we support our people please see:

[Inspiring and supporting our people](#)

[Life at Experian](#)

[Power of You: Driving Social Impact, Inclusion and Belonging report](#)

A handwritten signature in black ink that reads "Jacky Simmonds".

Signed: Jacky Simmonds
Chief People Officer

Date: 27 May 2025