

OUR PHILOSOPHY

Nord Anglia Education (NAE) is committed to ensuring everyone feels as if they belong in our community. We believe this is attained when colleagues work in inclusive and welcoming environments where they are seen, heard, valued, respected, and recognised for their diverse contributions as well as in an environment where Equality, Diversity, Inclusion, and Belonging (EDIB) is rooted in daily practices rather than treated as an obligation.

We understand the importance of incorporating and adapting to local contexts within our global approach to EDIB, recognising that inclusion can take different forms across regions. This policy is subject to and will adhere to the applicable laws of each jurisdiction where NAE operates. To achieve this, EDIB principles will be integrated into the ethical expectations governing all stakeholder relationships, including third-party contracts, partnerships, and procurement practices. Our approach is aimed at fairness and equality while promoting diversity, inclusion, and belonging in all aspects of working life.

We are committed to treating colleagues equally and on merit, ensuring recognition regardless of their background, age, disability, neurotype, gender identity, marital status, pregnancy and maternity, race, religion and/or belief, sexual orientation, or the region in which they work. Leaders at all levels are expected to cultivate an inclusive culture by demonstrating practices that foster a sense of belonging. In addition, we expect all employees of Nord Anglia to contribute to these inclusive environments because each colleague has a significant impact.

Nord Anglia will support leadership by providing clear guidelines and tools to help local leaders drive an inclusive culture across their teams and schools. Schools, central, and regional offices should align their policies and initiatives with EDIB principles, ensuring a consistent and comprehensive approach. This will ensure clarity and transparency by reporting on EDIB activities, achievements, and areas for improvement, fostering accountability and trust.

While we recognise there is more work to do, each colleague across Nord Anglia contributes to the culture and must be committed to bringing about organisational change so that we lead the way towards positive change for equality, diversity, inclusion, and belonging. To facilitate this, our commitments are structured as follows:

1. Promote inclusion
2. Identify and address systemic barriers
3. Take complaints seriously

OBJECTIVES AND SCOPE

Objectives

- To construct an inclusive work environment free from discrimination, harassment, and exclusionary practices for each colleague. The term "colleague" refers to all individuals who have a contract of employment or engagement with Nord Anglia Education and/or its schools, including full-time, temporary, fixed-term, and apprentice contracts, as well as those on work placements.
- To provide each colleague with an understanding of the importance of inclusion and belonging and ensure they embody and promote NAE's philosophy. This applies to all members of the community, including students, parents, suppliers, contractors, and other third parties.
- To establish accountability for inclusive practices and systems across all NAE schools and workplaces, with regular action planning and tracking of progress.

Scope of the Policy

- This policy applies to all NAE schools, entities, and workplaces and aims to ensure that all colleagues understand, embody, and respect NAE's objectives for promoting EDIB. This policy is subject to and will adhere to the applicable laws of each jurisdiction where NAE operates.
- In addition, this policy extends to external contractors, consultants, and third parties working within NAE and/or our schools' premises, with the expectation that they will be made aware of our EDIB principles, embedding these expectations into procurement and third-party contracts. Our expectation is that their practices align with our EDIB policy.
- Each NAE colleague is responsible for complying with this policy in conjunction with local anti-discrimination laws and relevant regulations in their regional context.
- NAE will review this policy annually and update it to reflect changes in employment legislation, local policies, and best practices in equality and diversity.

COMMITMENTS AND APPROACH

COMMITMENT 1: PROMOTE INCLUSION

Promote inclusion by creating an environment where colleagues from diverse backgrounds are welcomed, respected, and empowered to bring their talents, skills, and experiences to their roles, fostering collaboration with dignity and respect.

- Educate all colleagues about the EDIB Policy through a compulsory Nord Anglia University course, with refresher training provided to align with evolving best practices and ideas.
- Champion EDIB through senior leadership by requiring them to actively advocate for diversity and inclusion, connecting the EmpowerUs Framework to inclusion and belonging outcomes.
- Foster a safe and respectful working environment by eliminating bullying, harassment, victimisation, and unlawful discrimination, extending these practices to third-party contractors and partners.
- Promote dignity and respect for each colleague, recognising and valuing individual differences and contributions.
- Support continuous professional growth by making training, development, and progression opportunities available to all colleagues, empowering them to reach their full potential.

COMMITMENT 2: IDENTIFY & ADDRESS SYSTEMIC BARRIERS

Identify and address systemic barriers to create equitable opportunities for all stakeholders across the organisation.

- Ensure fairness and equity in all processes, including terms and conditions of employment, grievance and disciplinary procedures, dismissal, redundancy, requests for leave, flexible working arrangements, and selection for employment, promotion, training, or developmental opportunities.
- Ensure recruitment, performance, and promotion decisions are based on merit, with any exemptions or exceptions made in line with local legislation and clearly communicated.
- Provide continuous training for managers to ensure their recruitment, performance evaluations, and promotion decisions reflect fair, merit-based practices, with annual audits on EDIB principles in these processes.
- Provide EDIB-specific training and resources across all workplaces to deepen understanding and engagement, tracking completion and application of knowledge through regular performance reviews.
- Embed EDIB principles in the induction process for all new joiners and integrate EDIB into all Nord Anglia leadership development courses.

- Actively review and monitor the adoption of this policy, focusing on areas such as diversity in job applications, promotions, access to training, and workforce composition.
- Schools and offices will annually report on EDIB outcomes as part of their EDIB Journey Map and can use Employee Engagement Survey data to support reports.
- Highlight positive EDIB practices by showcasing examples of actions and efforts within schools and offices.
- Monitor and report on progress towards the EDIB Strategy using measurable metrics to ensure transparency and accountability and to inform decision- making.

COMMITMENT 3: TAKE COMPLAINTS SERIOUSLY

- Take all complaints seriously. This means all complaints of bullying, harassment, victimisation, and unlawful discrimination made by colleagues, suppliers, students, parents, or any other stakeholders engaged with the organisation, ensuring all cases are handled with empathy and respect.
- Offer clear reporting channels for colleagues experiencing bullying, harassment, victimisation, or discrimination. These systems will ensure follow-up and resolution.
- Provide all colleague with access to the grievance policy and ensure that support is available throughout the grievance process.

MONITORING AND REVIEWING

- NAE will review this policy annually to ensure its effectiveness and to make adjustments based on new developments in laws, regulations, and best practices.
- Leadership, in collaboration with HR, will monitor the implementation of EDIB objectives, ensuring progress is tracked, shared across the organisation, and that continuous improvements are made.