

OUR ASPIRATION

At Jaguar Land Rover we are passionate about our people. We are committed to fostering a diverse, inclusive and unified culture that is representative of our customers and the society in which we live; a culture where every one of our employees can bring their authentic self to work and feel empowered to reach their full potential.

Over the next five years our diversity and inclusion activity will be aligned to three key pillars:

1. SHAPE A CULTURE OF UNITY BELONGING, INCLUSION AND RESPECT

Educate, communicate and measure inclusive behaviours regularly and systematically, improving the employee experience for all

With people at the heart, we will have a culture where everyone feels they belong

We will increase engagement with our people through a regular drumbeat of communications, demonstrating and encouraging inclusive behaviours as well as establishing a culture where everyone is treated equally and valued for their differences.

We will cultivate an understanding of diversity and inclusion by developing a comprehensive learning curriculum.

Driven by our leaders, we will embed our progressive culture throughout our business, ensuring consistency of employee experience and promoting inclusive behaviours.

We will improve our employee data collection and analysis to ensure we provide the best employee experience to all our colleagues.

2. IMPLEMENT PROGRESSIVE POLICIES, PRACTICES, BENEFITS AND SUPPORT

Review and improve practices and policies to remove barriers, enable inclusion and realise equity

Attracting, recruiting, developing and retaining a diverse talent pool

We will review and remove barriers from recruitment, assessment and succession practices.

We will provide tailored support which recognises the needs of a diverse talent pool, helping people to achieve their full potential.

We will ensure our policies are reflective of our diverse workforce and relevant to everyone.

We will review our reward practices to highlight any inequalities and work to close any gaps.

We will offer industry-leading benefits to ensure we attract and retain a wide range of people.

We will analyse our attrition rates, with a focus on diverse talent, developing a retention strategy to retain our existing talent.

3. ENGAGE OUR EMPLOYEES AND EXPERTS TO ACCELERATE PROGRESS

Collaborate with our networks, colleagues and experts to create real, positive change

We all benefit from diversity and inclusion

We will support individual employee networks to grow and thrive, introducing inclusion councils and working with local experts on how to include everyone on our journey.

We will continue to work with our designated diversity partnerships, ensuring our achievements within this space remain current and relevant for all colleagues.

We will ensure all colleagues feel empowered to change our culture, helping to accelerate progress – including through support for an ally programme and via our employee networks.