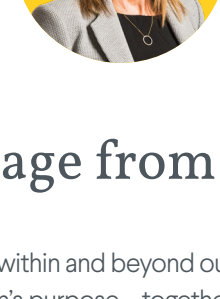


Together, building a more diverse, equitable and inclusive future



Message from Gill Tait

We've always wanted to make a positive impact within and beyond our firm. Doing the right thing for the communities in which we live and work is an integral part of our firm's purpose – together, building better futures. And I love the inclusion of the word "together" in our purpose for that reason.

One of our responsibilities as an employer is to do our part to remove inequities in the workplace. To create an environment that provides rewarding careers where everyone can be themselves and thrive. And that benefits everyone – not just us as individuals, but also our colleagues, our clients and I'd like to think, quite possibly, our families and friends too.

We know we can grow a better business too if we build a more diverse workforce. The quality of our decision-making will be assured and the relationships we have with our clients and customers will be enhanced. We'd like everyone that works for us and with us, in whatever capacity, to see themselves reflected in our firm.



Our DEI Vision

We're committed to creating a diverse, equitable and inclusive environment here at Hymans. This will benefit our people, clients, customers and communities in so many ways.

This is our vision.

- To be a business where everyone can be themselves, identify with role models and give the best of themselves.
- Our people will reflect the wider UK population and we'll attract and retain people with a wide range of characteristics and backgrounds.
- Our culture is truly inclusive and sustained with frictionless effort.

- We have a workplace that's sufficiently adaptable to be compatible with life outside work.
- Our environment is conducive to creating solutions that overcome real and perceived business barriers to opportunities for all.
- Our leadership team are well versed in diversity, equity and inclusion, are exemplar role models and can see the world through the eyes of others.

This means our firm is a place that everyone is proud to be a part of.



Delivering our vision

Making our vision a reality is something we really care about and not something we're willing to leave to chance. And when it comes to Diversity, Equity and Inclusion (DEI), we know there'll always be more to do, and we can always be better. That's why DEI is one of our top strategic imperatives, giving it prominence amongst our other business goals, and why we've made sure our governance framework has equity and inclusivity at its heart.

What does that mean in practice? It means our leaders across the business are active sponsors and advocates for creating a DEI culture where everyone is welcome, given what they need and can therefore thrive and be themselves at work. Every Partner, as guardians of our business, has an annual personal commitment to DEI which is linked to their bonus outcome.

And each of our business areas also has an action plan for improving DEI, with plans focusing on outcomes and impact.

We've also made DEI a key focus of our learning and development programme. As well as refreshed mandatory annual DEI training for all colleagues, we have a whole range of online resources on our Aspire Learning Management system. We hold Diversity Dialogue sessions to learn about different aspects of diversity and the experiences of others and we deliver tailored programmes to suit the needs of the firm, for example our Neuro Inclusive People Management training.



Our DEI Principles

We know it will take time and a sustained effort and commitment to achieve our vision. That's why we've developed these principles to help us make progress faster:

Prioritising diversity goals

over expediency – we'll take bold decisions to stay true to our goal, whether that's in recruitment, retention or career development.

We celebrate

our role models across the firm.

We take a merit-based

approach to career development ensuring we work to identify and remove barriers and bias in the process

We have zero tolerance

for anything short of agreed behaviours – everyone is in, or they are out.

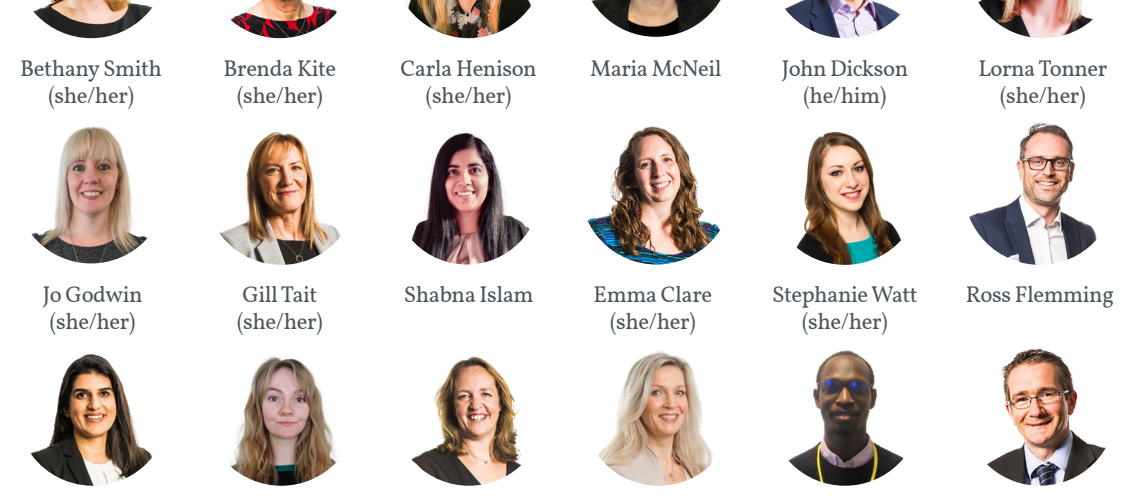
Our Partners as custodians

of our sustainable and long-term business, are responsible for playing their part in advancing our goals.

Progressing diversity, equity and inclusion

Meet our DEI Steering Group. The purpose of this group is to link our Employee Community Groups to both our Management Board and Partnership Council. This is a two-way communication process with Gill Tait (Staff Partner) and Lorna Tonner (Head of DEI) being the links with those groups.

This process ensures our communities are heard, as they share what's working well and what needs improved, in order for us to continue to develop an equitable and inclusive culture.



Disability >



Maria McNeil

The Disability Network Group provide a platform and support for all colleagues. We recognise and understand that not all impairments are visible. Together with our colleagues across the firm, we are working hard to make Hymans a safe space for everyone to share their challenges and receive support. The group are working on initiatives to raise awareness of what it means to be disabled and how everyone has a role to play in changing attitudes. A person is only disabled by society and the environment.



Bethany Smith (she/her)

Our LGBTQ+ network group aims to raise awareness of LGBTQ+ inclusion and create a more inclusive environment where everyone feels comfortable to be themselves. We aim to achieve this by:

- Celebrating our employees: encouraging LGBTQ+ employees and allies to share their personal stories, to increase awareness of LGBTQ+ issues and make LGBTQ+ experiences more visible. We want to encourage everyone to join in the conversation and learn from others.

- Education: share educational material and celebrate key LGBTQ+ awareness dates to promote a better understanding of LGBTQ+ inclusion. We want to equip and empower all employees to step up as allies to foster an inclusive culture for everyone.
- Peer-to-peer support: provide a safe space in Hymans for all LGBTQ+ colleagues to share experiences and concerns with each other.
- Promote change: provide feedback on current practices that may not be fully inclusive to the LGBTQ+ community and help to encourage positive change.



Shabna Islam

Our Multi-cultural Network Group aims to educate and increase engagement about religious and multi-cultural diversity. We want to tackle the barriers of talking about particularly religion in the workplace, raise awareness of religious festivals and celebrate together, regardless of our religion or beliefs. We want to tackle the stereotypes faced in the workplace, for example recognising dietary needs, religious attire and appearance.



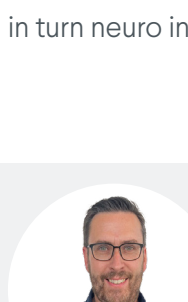
Debi Skea (she/her)

Our Neurodiversity Network Group is a growing community of people within our firm who are neurodivergent and/or have neurodivergent family.

We run a monthly support group for group members and also a quarterly open meeting to invite people from across the firm who are neurodivergent or not into the conversation. We also have small working group within our main group. This group works with the wider business to create a more equitable and then in turn neuro inclusive culture for our people.

Everything we do is of benefit to everyone and not just our neurodivergent people. Examples of work we've done:

- Partnered with our Learning & Development Team to introduce Neuroinclusive People Manager Training.
- Drafted a Neurodiversity Policy.
- Introduced a Sensory Room in our Glasgow office with a view to expand this to every office.
- Created a Neuroinclusive Communication Toolkit
- Delivered Diversity Dialogue sessions across the firm.
- Recorded an Ask Me Anything session for our Learning Portal.



Alvise Verri (he/him)

Our Race network group has identified some key areas and themes to focus on in the next year:

- Advocating racial inclusivity and empowering people to dismantle systemic racism, in particular, celebrating key dates throughout the year and circulating information relating to these themes.

Celebrating different cultures and experiences so that our colleagues can learn from others.

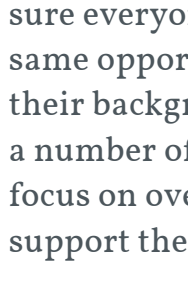
We'll also focus on producing educational resources for our colleagues so that they can learn more about various cultures and issues relating to race.



Tom McGruther-Johnston (he/him)

The social inclusion group is our newest network group. Our aim is to help educate employees on what social inclusion is and how everyone can help the firm to become a fully inclusive workplace by making sure everyone has access to the same opportunities regardless of their background. We've identified a number of activities that we'll focus on over the next year to help support these aims:

- Improving the knowledge the firm has on the socio-economic profile of employees (focusing on those from a lower socio-economic background) by helping colleagues understand why we're collecting data in this area
- Providing support to those who consider themselves to be from a low socio-economic background by creating network groups and looking at practical ways the firm can help
- Raising awareness about matters surrounding social inclusion in the workplace as well as within wider society
- Drawing on expertise (internal and external) to improve experiences of colleagues from lower socio-economic backgrounds
- Work with the firm to attract and retain talent from lower socio-economic backgrounds

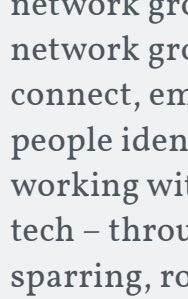


Louise Mousten (she/her)

The Women in Modelling & Tech network group is our newest network group. Our aim is to connect, empower, and inspire people identifying as women working with modelling and/or tech – through networking, career sparring, role modelling, sharing, questioning, challenging, and receiving support and advice in an inclusive environment where everyone feels comfortable to be themselves.

We've identified the following key areas of focus for the coming year:

- Connect: provide support for members by offering a network of people to engage with and creating a safe space in which everyone feels comfortable being themselves.
- Empower: Celebrate our successes and achievements together and provide a collective and influential voice to help advocate for issues relating to gender.
- Inspire: Work with the firm to attract and retain talent that identify as women in underrepresented areas such as modelling and tech.



Julie West (she/her)

Our group is open to anyone with parental and/or caring responsibilities. We provide peer-peer support, share tips and experiences, and host educational sessions to build a community for those with parental and caring responsibilities within the firm.

How you can utilise our group

- Join our Parents & Carers network. We run an online forum approximately every 6 weeks. These sessions are open to all and alternate between being structured speaker-led sessions or open drop-in sessions on a range of topics, e.g. dealing with allergies, ideas for holiday seasons, and supporting children's mental health.
- Join our Viva Engage community. Anyone can join our channel and share interesting articles, tips or advice out-with our online forums: Viva Engage – Working Parents and Carers Network (viamer.com)
- Share your ideas. If you have any ideas for topics for future forums, or anything we can do to improve our support to working parents and carers more generally, please get in touch via Viva Engage or with one of the Steering Group members.
- Tell your colleagues about the group if you think they might find it useful, particularly if they've just joined the firm or returned from maternity or paternity leave.

Measuring our progress

As the famous Peter Drucker quote goes 'you can't manage what you don't measure'. That's why we've set ourselves some key ambitions to measure our progress against. These ambitions are benchmarked against ONS data and our Management Board review them every month.

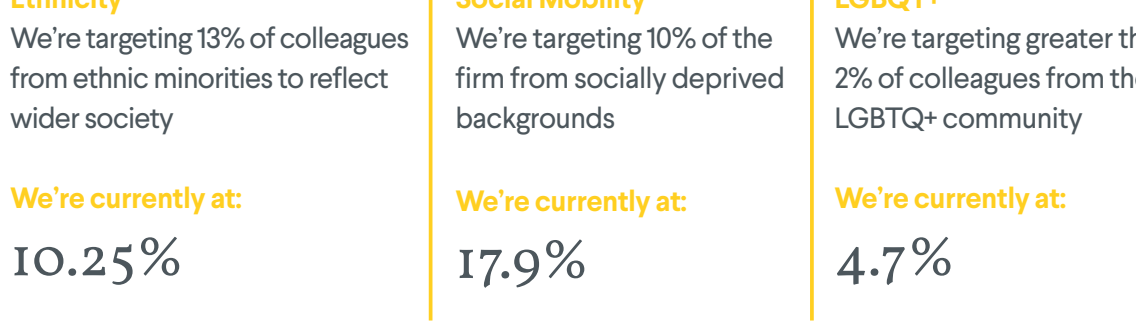
We're pleased to continue to include our ethnicity pay gap in this report

We're working on refreshing our ambitions in line with recent Census data – as our ambitions are likely to change over coming months.

*Statistics as at 1 May 2024

Our Ambitions*

Gender – 50:50 gender balance at all levels



Ethnicity
We're targeting 13% of colleagues from ethnic minorities to reflect wider society

We're currently at: **10.25%**

Social Mobility
We're targeting 10% of the firm from socially deprived backgrounds

We're currently at: **17.9%**

LGBTQ+
We're targeting greater than 2% of colleagues from the LGBTQ+ community

We're currently at: **4.7%**



What else are we doing to promote equity and inclusion?

We offer our people:

- Annual DEI learning module that we ask everyone to complete
- Regular 'Diversity Dialogues' on a range of topics to help build understanding and awareness.
- Enhanced maternity leave, paternity leave, adoption leave and shared parental leave.
- Flexible and agile working which will be continually reviewed.
- Coaching, mentoring and sponsorship to accelerate career progression.
- Greater bank holiday flexibility.

Partnerships and Awards:

We're members of the Diversity Project
Member of the ENEI (Employers Network for Equality and Inclusion) – we're proud to have achieved Gold Standard for 3 years in a row in the Talent, Inclusion & Diversity Evaluation.

We partner with Black Professionals Scotland, Stonewall, Girls are Investors, Equate, Change 100 and Group for Autism, Insurance, Investment and Neurodiversity. We also align with the Social Mobility Foundation for the Social Mobility Index placing 32nd in 2023.

We've participated in the Scottish Government backed schemes Women Returners and Board Ready Women.

We're proud to have won 'Best Large Employer' at the Family Friendly Working Scotland Awards in 2020.

Our approach to flexible working has been recognised as one of Scotland's top 10 Flexible Employers, and awarded for we're also proud to have been recognised as the flexibility we offered our employees prior to the pandemic, as well as the additional support given.

When recruiting:

We're supporters of the 'Happy to talk flexible' and Disability Confident programmes to increase the diversity of candidates applying to us.

We partner with Rate My Placement and participate in their Social Mobility programme.

We recruit with diversity in mind and aim for all our roles to have as diverse a candidate pool to select from as possible.

We host and participate in events with a view to increasing diversity in our firm and industry. For example: Black Professionals Scotland's Steps to Success event, Diversity Project Neurodiversity Workstream events, Stonewall workshops.

We have an in house recruitment and selection learning module for all hiring managers to complete, we pay attention to diverse interview panels and we're currently piloting providing candidates interview questions in advance.

We would check our job descriptions and recruitment adverts to check for bias.

We offer apprenticeships, internships and graduate programmes across the firm. We're also exploring how we put the building blocks in place to host school leaver programmes in the near future.

We have an ongoing review of our recruitment and selection practices to check for any bias.

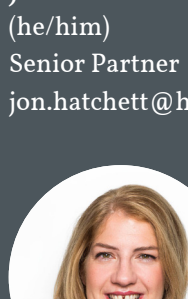


How do our people feel?

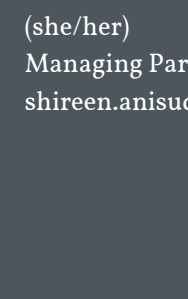
One of the best measures is how our people feel about working at Hymans and their view on how successfully we're living up to our DEI commitments. We know we can always do better, but we're happy that through our regular Peakon employee engagement survey our diversity, equity and inclusion score is 85/10 – above Peakon's benchmark and in the top quartile of our professional services benchmark group.



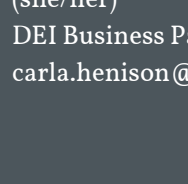
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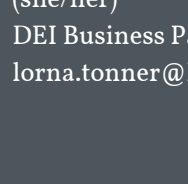
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If you'd like to find out more about our commitment to diversity, equity and inclusion at Hymans please get in touch.