



Our Race Action Plan

“We want to embed ways of working within LSL that recognise, celebrate and respect diversity, to help create a more inclusive culture - where all colleagues can thrive and where there is no discrimination.”

Debra Gardner, Chief People Officer and Executive Committee sponsor of LSL's Inclusion & Diversity Forum

Our Race Action Plan complements our Inclusion and Diversity strategy - to address the specific challenges we know our Black or minority ethnic colleagues face. Our three areas of focus are to continually improve our practices, promote opportunity and create awareness.

1. We plan to improve our practices:

- By providing training and support to hiring managers when recruiting.
- By continuing to participate in Change the Race Ratio initiatives and learn from these.
- By continuing to develop HR systems to ensure diversity data is effectively captured.
- By reviewing Group HR policies to ensure they are inclusive, relevant and compliant.
- By ensuring colleague objectives include an Environmental, Social or Governance (ESG) objective which could relate to our inclusion & diversity strategy.
- By continuing to work closely with our Inclusion & Diversity Forum to support all colleagues.
- By ensuring our executive team champion the plan and actively provide support to our Black and minority ethnic colleagues.
- By ensuring our Senior Management Team reflects the ethnicity balance of our people by 2027.
- By doubling the minority ethnic proportion of our workforce by 2032.

2. We plan to promote opportunity

- By working with minority ethnic colleagues to understand any barriers to their progression and development.
- By supporting Black and minority ethnic colleagues in their personal development and career progression within LSL.
- By providing training to managers to ensure fair and non-biased performance reviews are conducted through a dedicated Passport to Recruit programme.

3. We plan to create awareness

- By publishing our minority ethnic pay gap report annually from 2025.
- By continually educating, informing and listening to colleagues about inclusion and diversity within our workforce with the support of our Inclusion & Diversity Forum.