

## **Inclusion and Diversity Forum Terms of Reference**

### **Purpose**

The Inclusion and Diversity Forum is a voluntary, representative body of colleagues from the LSL Group. Looking to find new ways of working together that recognise, celebrate, and respect diversity, to help create a more inclusive culture; for the benefit of our business, our people and the communities we operate in.

### **The aims of the forum are to:**

- Actively develop and recommend to the Group CEO, initiatives, and processes to create a more inclusive and diverse culture.
- Support delivery of noticeable practical changes to the way we do things.
- Encourage opportunities in the organisation that support inclusivity and diversity in the workplace.
- Eliminate any barriers to success (including on the grounds of age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marital/civil partnership, pregnancy status and maternity or parental status).

### **Reports to:**

LSL Group Chief Operating Officer (CEO).

### **Remit**

- To have an accurate and balanced representation from all groups/levels across the organisation.
- To champion inclusivity, diversity, and underrepresented groups across the organisation.
- To recommend how we should collect, maintain, and publish workforce metrics.
- To review metrics and make policy recommendations to ensure opportunities for all are inclusive and fair.
- To discuss, share good practice and experience on equality, fairness, inclusivity, and diversity matters across all business areas.
- To ensure our people policies and processes are inclusive and accessible: from attract and recruit, to reward and engage individuals.
- To find simple ways to improve inclusivity and fairness across all business areas.
- To communicate vision, good practice, challenges, plans across all business areas.

### **Composition**

- Chair
- Deputy Chair
- Volunteer representatives from all business areas in LSL

### **Meeting Frequency and format (Face to Face/ virtual)**

Monthly/Bimonthly

Documented with records, available to all forum members to share with their business units accordingly.