

# Mulberry

## Diversity, Equity & Inclusion Policy

DIVERSITY is about understanding, accepting and valuing difference in all its many forms.

EQUITY is ensuring everyone is treated equally and fairly.

INCLUSION is ensuring an environment where everyone is celebrated for being individual.

A diverse, equitable and inclusive environment is one which is collaborative, supportive, respectful, fair and promotes a feeling of belonging. It's an environment where everyone can be their best self and deliver their best work.

### OUR COMMITMENTS

Mulberry is committed to a culture and environment where all employees can thrive, irrespective of their gender identity, sexual orientation, marital & civil partnership status, parental status, race or ethnicity, religion or religious belief, political opinion, physical appearance, age or disability.

Our aim is to deliver an environment where difference is valued, and the benefits for all are recognised. This is a global standard, and while the countries we operate in might be more or less progressive than others, Mulberry premises must be an environment for all employees to be their true selves.

### EDUCATION AND AWARENESS:

We will educate our workforce and build awareness of the challenges facing different communities in the work environment and beyond. Encouraging a culture of empathy, information sharing and open discussion will drive positive change for the benefit of all.

### DIALOGUE WITH OUR EMPLOYEES:

We will continue to foster an open dialogue with our employees in order to encourage feedback, hear personal experiences and recognise opportunities where we can do better.

### POLICIES AND PRACTICES:

We will adopt a progressive approach to our People Policies and Practices; ensuring our policies support employees and customers, and further equip our managers to drive positive change.

### RECRUITMENT:

We are committed to attracting, hiring and retaining more diverse talent and aim to be recognised as an employer for positive action within our industry. We will ensure there are no barriers in our recruitment processes and that hiring decisions are made only on the basis of experience and skills as they relate to the particular role.

### PARTNERSHIPS:

We recognise that external partnerships will support our initiatives. We will develop and work with a network of third-party organisations and experts to support our initiatives; where possible these will be mutually beneficial collaborations e.g. charitable donations or opportunities for employees to volunteer, mentor or share their skills and expertise.

This policy confirms a zero tolerance approach to discrimination of any kind

### THE ROLE WE PLAY

We all have a responsibility to help create and maintain a working environment which upholds our commitment to diversity, equity and inclusion. We should all behave in a way that is respectful of others and to understand that our views and opinions may not always be the same as our colleagues.

We must all strive to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect; this is important in ensuring equal opportunities in employment.

# Mulberry

Mulberry will ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of age, race, religion or belief, disability, trade union membership or non-membership, educational background, gender identity, sexual orientation, marital status or being a part-time or fixed term worker.

We believe hair, make-up and personal styling (nails, tattoos, jewellery etc) are important expressions of individuality, and we encourage all employees to represent themselves however they feel most comfortable. All we ask, is if customer facing employees choose to wear jewellery it is unbranded or from the Mulberry collection and if you work in one of our Production sites, you follow any necessary health & safety guidelines.

We expect both senior leaders and employees to:

*Be Open:* to engage in open discussion and dialogue. Be willing to broaden your awareness of different minority groups and educate yourself. Don't be afraid to ask a question if there's something you don't understand. Encourage your colleagues to share their experiences and opinions and hear what they have to say. Try to understand other peoples' points of view and help them understand yours. Be aware of different cultures and customs and respect the benefits that diversity can bring.

*Be Responsible:* if you see non-inclusive behaviours displayed by a colleague or customer – this could be racist remarks, inappropriate jokes or comments; any behaviours which make someone feel they are not part of the group - challenge or escalate it. If you challenge others, do so in a respectful way. We should all take responsibility for our own actions.

*Be Bold:* don't be afraid to challenge decisions or question the way we do things. Use your voice and share your experiences and perspectives. Look for solutions to problems and try to resolve issues constructively

*Be Imaginative:* think of new or different ways to support our Diversity, Equity and Inclusion policy within your role. Reflect on ways you could make your colleagues feel more included.