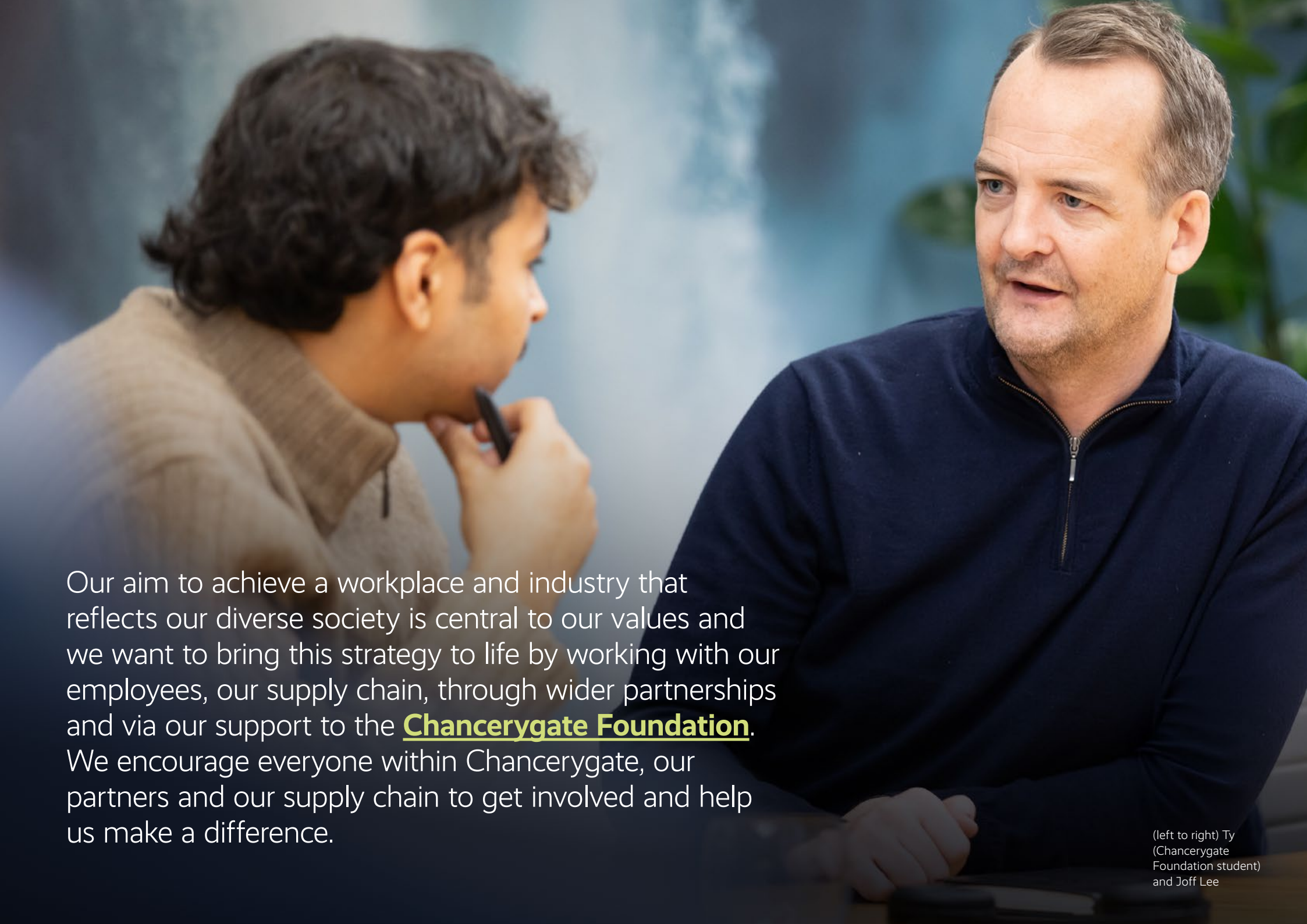


Chancerygate

Equality, Diversity and Inclusion

A photograph of two men sitting at a table and talking. The man on the left has dark, curly hair and is wearing a light brown sweater. He is looking towards the man on the right. The man on the right has short, light brown hair and is wearing a dark blue zip-up sweater. He is looking back at the first man. The background is a blurred blue wall with some greenery on the right side.

Our aim to achieve a workplace and industry that reflects our diverse society is central to our values and we want to bring this strategy to life by working with our employees, our supply chain, through wider partnerships and via our support to the **Chancerygate Foundation**. We encourage everyone within Chancerygate, our partners and our supply chain to get involved and help us make a difference.

(left to right) Ty
(Chancerygate
Foundation student)
and Joff Lee

Our Strategic EDI Objectives

- **Develop and embed an inclusive culture** that offers dignity and respect to all, that encourages the sharing of ideas and perspectives, and values differences.
- **Maximise opportunities to attract, develop, support, and retain diverse representation** across all job levels within our workforce, including our leadership team and senior managers.
- **Encourage and enable a diverse range of young people into our sector** and provide support that targets those from diverse backgrounds or that experience barriers getting into employment.
- **Play an active role in leading the industry in diversity** and share our learning with others.
- **Work with suppliers who share our values** and support them to improve.



(left to right) Kemi and Tyreece, the first students to graduate through Chancerygate Foundation in 2024

Our Approach

We have embedded our approach to EDI across all the different pillars of our ESG strategy. Our Key EDI priorities are:

- We run training and events to increase awareness and understanding of EDI, for example training workshops, a calendar of EDI events with guest speakers and events to commemorate special observances and heritage months.
- We continually review our recruitment processes with a view to furthering our EDI objectives.
- We will engage with a diverse range of young people to inspire and support them to embark on a career in the property industry, for example providing work experience and organising visits to local schools.
- We will continue our support for the Chancerygate Foundation.
- We will continue our membership with strategic partners and seek to collaborate with them through shared events, networks and initiatives.
- We will continue to develop and review best practice principles to ensure our supply chain practices align with our own.
- We will work with our principal contractors to increase collaboration on this issue.



(left to right) Prince and Samuel, Chancerygate Foundation students

Responsibility and Accountability

To engage meaningfully with EDI considerations in our business and deliver successful results we have implemented the following:

- Our **Board** will ensure that EDI is core to the business and that it is embedded into our strategy, policies and procedures.
- Our **ESG Committee** will meet quarterly to advise the Board on relevant issues, share good practice, challenge the status quo, and take other agreed initiatives consistent with the aims of this EDI strategy.
- We will appoint an **EDI Lead** who will be responsible for championing EDI values and representing the EDI agenda within our business.
- We will continue to **measure and track** our progress and update our strategy in response to feedback, for example using our employee diversity data and our annual EDI survey.



Eva Holden, COO at the Chancerygate team conference, workshop on EDI with Fresh and Fearless.