



Wood Mackenzie Ltd.

Statement on Racial Equity and Diversity

February, 2023

This Statement on Racial Equality and Diversity complies with [Wood Mackenzie's Code of Business Conduct and Ethics](#) and has been adopted by Wood Mackenzie's Global Executive Team.

Wood Mackenzie is committed to providing a workplace that represents our global society and where multiple perspectives are valued as a driver of innovation and excellence.

We have an inclusive culture where everyone's uniqueness is valued and can have a strong sense of belonging.

Wood Mackenzie's Thrive Program is our commitment to a culture of inclusion, support, and engagement that encourages, supports, and celebrates the diverse voices of our employees and builds deep, lasting connections with the customers and communities we serve. We hold ourselves accountable to act with intention, purpose, and authenticity and to take meaningful action in support of this commitment.

- Currently, over 100 people volunteer their time as Advocates and Thrive is open to all employees to participate in.
- We provide employees with Gender, Ethnicity and PRIDE Working Groups, elevating the level of discussion and providing support to our employees.

Injustices and inequities occurring around the world remind us of the need to call out racism and bias in all communities and nations where we live and work. Barriers to individual achievement – based on race, ethnicity, gender, sexual orientation, identity, and beliefs – must be confronted and overcome.

We fully embrace and encourage the full range of differences in our people including, but not limited to, differences in race, ethnicity, national origin, gender, age, family or marital status, gender identity or expression, physical and mental ability, religion, sexual orientation, socio-economic status, veteran status, and all other characteristics that make our employees unique.

We have no tolerance for racism of any form.

We seek to create an inclusive work environment, we value diverse identities, experiences and perspectives, and we work together to support the success of our teammates. We also acknowledge and embrace our responsibility to act as follows:

We aim to instill a culture that values employee diversity and inclusion throughout the company, by providing equal opportunity to all through our practices and policies on talent acquisition; talent development and management; compensation and benefits; promotions; internal mobility; employee separations; employee networks and the ongoing development of an inclusive work environment built on the premise of Inclusion, Diversity and Belonging (IDB) that encourages, enforces and promotes:

- Cross-cultural capabilities to instill a global mindset.
- Respectful communication and cooperation between employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Contributions to the communities we serve to promote a greater understanding and respect for the full range of differences in our global workforce and the demands of the global markets we serve.
- Engagement, fairness and compliance with all applicable laws and regulations, including those directed at discrimination and equal opportunities