

## HPS Charter Inclusion & Diversity

**Creating an inclusive workplace that values diversity and encourages a sense of belonging is central to our ethos at HPS.**

Our commitment to diversity and inclusion (D&I) enhances our people's capabilities and is a catalyst for innovation. A diverse workforce, where each individual feels genuinely included, enhances our competitiveness and supports our growth as a unified entity.

Our operations across various cultures and countries naturally integrate diversity into our universal DNA, establishing it as a crucial and celebrated strength. This diversity is appreciated by our stakeholders alike, reinforcing our position and success.

Our practical goal is to create conditions and processes that not only celebrate this diversity but also reinforce the profound sense of belonging that's embodied in HPS' spirit of inclusiveness.

We aspire that every individual at HPS – regardless of their diverse characteristics and experiences – to feel secured, valued and comfortable to express their true, authentic selves. This Charter sets forth a common framework to achieve this vision guided by four main D&I aims:

- 1. Cultivate a Sense of Belonging:** Foster a workplace environment that is collaborative, supportive, and respectful. Bound by shared values and ambitions with a **Simple** approach, easy to understand and implement, ensuring that everyone embraces the HPS values.
- 2. Ensure Equal Opportunity:** Commit to hiring, training and promoting the best talent based on merit and performance. We aim for **Seamless** integration of underrepresented communities into our workforce, providing fair opportunities for all.

**3. Empower our Managers:** Encourage our managers to develop our team members potential by promoting a culture where ideas are freely shared, and personal growth is supported to make HPS the Happy Place for Success.

**4. Promote an Inclusive Workplace:** Ensure that every individual is valued and supported, where the well-being of our people is paramount. We focus on creating a **Secure** workplace, protecting the dignity and respect of every team member.

Of course, everyone at HPS has an obligation to fully embrace this vision, to lead by example, and to strive to advance these principles as a cohesive team. Realizing D&I at HPS requires everyone's active participation.

#### **D&I Charter's objectives:**

This charter provides a common framework to value, foster, support and embed a diverse and inclusive workforce at HPS. It outlines our commitments and responsibilities towards enhancing workplace diversity and inclusivity detailing how we will fulfill these commitments and measure our progress.

#### **OUR COMMITMENT to a Sense of belonging:**

We are committed to building a culture where diversity, equity and inclusion are foundational. Belonging is key – it encourages retention, growth, and the recruitment of like-minded individuals who enhance our identity as a unified team. Our approach emphasizes creating a Simple, Secure and Seamless work environment, promoting a collaborative, supportive, and respectful atmosphere facilitated by our leadership's commitment to diversify.