

## Diversity and Inclusion

CDC is the UK's development finance institution. Our mission is to support the building of businesses, throughout Africa and South Asia, to create jobs and make a lasting difference to people's lives in some of the world's poorest places. Through our investments we look to deliver on the UN Global Goals, which include improving gender equality.

We see immense value in diversity in its broadest terms: gender, ethnicity, age, background, education, thinking styles, marital status, religious beliefs, sexual orientation, gender identity, ability and technical skills. A growing body of research demonstrates the benefits of diversity to an organisation, from better decision-making and governance, and the avoidance of 'group-think', to improved ability to innovate. The wider our range of individual strengths, the more capable and effective we can be.

Our vision is to recruit, retain and develop the very best people available to build an employee population that reflects the make-up of society and the regions in which we invest. To do this we aim to be an organisation whose policies and processes are without bias. In practice this means:

- ✦ Our leaders are committed to creating an environment where all aspects of difference are valued and where everyone is enabled to contribute fully and progress their career
- ✦ You can expect to be valued as an individual with a unique set of strengths
- ✦ We take active steps to understand unconscious bias and help mitigate its influence on decisions about you, whether in recruitment, progression, promotion, pay or anything else
- ✦ We care more about what you do than where or when you do it - so, subject to the needs of the business, we promote a flexible approach to working hours and location
- ✦ If you're a parent or have caring responsibilities, we'll help you to balance your work and home life so you can pursue your career ambitions at the pace you'd like them to progress
- ✦ We encourage networks that enable people to connect, gain mutual support, speak up and shape our policies and practices
- ✦ While we don't believe in quotas, we do believe in targets; for without these – backed by strategies to meet them – we simply won't get where we want to get to quickly enough.