

Diversity, Equity & Inclusion Action Plan

2025 - 2027



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Introduction

At Record Financial Group, our aspiration to Diversity, Equity, and Inclusion (DEI) is integral to our identity and long-term success. This document outlines our DEI strategy and action plan for 2025-2027, serving as both a guide and a reflection of our values in practice. It is intended to communicate our strategic priorities, provide clarity on our objectives, and ensure accountability through measurable outcomes.

The purpose of this document is to articulate how DEI supports our business goals, enhances our workplace culture, and aligns with the expectations of our clients, colleagues, and regulators. It also serves as a framework for ongoing engagement, learning, and improvement across the organisation

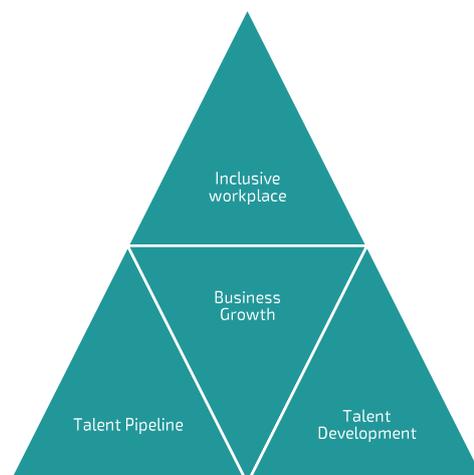
Summary of DEI Strategy

Our DEI strategy is built around four focal points:

1. **Inclusive Workplace** – Fostering a culture where every individual feels heard, respected, and empowered to contribute.
2. **Talent Pipeline** – Building a diverse and representative pipeline of future talent through targeted outreach and partnerships.
3. **Talent Development** – Ensuring equitable access to development and promotion opportunities within Record.
4. **Business Growth** – Leveraging diverse perspectives to drive innovation, reduce blind spots, and enhance client trust.

These pillars are underpinned by a clear rationale: our clients expect optimal performance supported by diverse thinking; our colleagues thrive in fair and dynamic environments; and our regulators demand cultures that mitigate systemic risk and promote integrity.

Through this strategy, we aim to embed DEI into the fabric of our operations, ensuring it is not only a moral imperative but a business one.



Inclusive workplace

To create a truly inclusive workplace at Record, where everyone believes they have been heard and can contribute to the best of their abilities. We will work to respect and value the differences between our colleagues

Objective	Action
Promote inclusive events to raise awareness of issues faced by underrepresented groups and celebrate achievements.	Run training, events and talks across the year using an inclusive calendar to tie into awareness weeks/months.
Expand initiatives to support all underrepresented groups, ensuring our focus is wider than only gender and ethnicity.	Run events, sign up to charters or implement initiatives to related to social mobility, LGBTQ+, working parents and carers, and mental health.

Talent pipeline

We aim to connect with the best emerging talent who can contribute to Record's future success by building a strong pipeline of talent, at A level, undergraduate and postgraduate, which is representative of both gender and social background of society

Objective	Action
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Engage with state secondary schools to build awareness around the asset management industry and opportunities at Record.	We partner with Kings College Math's School (a leading specialist state school) and participate in careers events/talks and mentor research projects.
Communicate our goal to increase diversity to any agency or university we recruit with.	When engaging with universities or taking part in careers events, discuss the importance we place on diversity and always bring diverse representatives from Record.
	When recruiting with agencies, discuss the aim of seeing a diverse range of applications in the initial job spec discussion and ask them to provide us with diversity data so we can measure and track diversity of CVs we are provided.
Continue to measure the diversity of applicant pools.	Measure gender and breakdown of applicant pool to assess whether group is representative on an annual basis.
Continue to run an internship programme for undergraduate and postgrad students.	We are keen to engage with diverse talent in target universities, specifically encouraging women to consider a career in finance with Record.

Talent development

Our ambition is to build an inclusive talent development program where everyone can thrive, free from barriers.

Objective	Action
Reviewing demographic data and investigating barriers to talent development.	Review workforce demographic data to identify barriers in the talent development process and implement targeted actions to address them where necessary.

Communication channels and strategy

Internal communication

- A link to our action plan will be included in our new joiner induction packs and will be discussed during employee HR and sustainability inductions.
- We will publicise the action plan on our company intranet, HR system and website.
- The Inclusion and Diversity Network will communicate our action plan across the business through initiatives and social events.
- All personnel involved in the recruitment, screening, selection, promotions, and related processes will be made aware of our diversity, equity, and inclusion goals.
- We will communicate progress towards our short-term objectives in updates to the Board Sustainability Committee (BSC).

External communication

- We will publicise a version of our action plan on our website and in our sustainability reports.
- We will report on progress against our action plan objectives in our sustainability reports.
- When using recruiting sources, we will notify them of the company's action plan, stipulating that these sources actively recruit and refer diverse candidates for all positions listed.
- When attending careers events at schools, colleges and universities, we will bring a diverse group of company representatives and we will communicate the existence of our action plan.



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