

Diversity, Equity, Inclusion & Belonging (DEIB)

At British International Investment, we embrace and celebrate diversity as a fundamental pillar of our organisational ethos. We recognise that our strength lies in the unique perspectives, backgrounds and talents that our diverse workforce brings to the table.

We are committed to fostering an inclusive environment where every individual, regardless of their diversity characteristics feels valued and respected. We view diversity as including age, physical or mental disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic background or parental/caring responsibilities. We want every individual to feel that they belong in our diverse community of colleagues around the world. Together, we strive to create a workplace where every individual feels empowered to contribute their best, driving our collective success, and making a positive impact in our markets.

Our commitment to diversity goes beyond simple acknowledgment; it is an integral part of our business strategy. We believe that a diverse and inclusive workplace both enhances our creativity and innovation and reflects the international nature of our operations. By embracing diversity, we ensure that our decisions and actions are informed by a broad range of perspectives, enabling us to better understand and serve the diverse needs of our investees, partners, and stakeholders.

We actively promote equality of opportunity for all employees, striving to create a workplace that is free from discrimination and bias. Our recruitment, retention, and promotion practices are designed to be fair and transparent, providing equal access to opportunities for career growth and development. We encourage a culture of continuous learning, where individuals are supported in expanding their skills and knowledge, regardless of their background.

The development of a 3-year DEIB roadmap is further recognition of our long-term investment in our people and our communities and an example of our transparency and willingness to optimise a growth mindset. Our plans will be iterative and flexible to maintain pace with our ambitions, the needs of our workforce and the reality of our operating environment.

We will actively engage with our people about how our DEIB interventions and initiatives are received, and we will monitor the impact the actions are having from a variety of perspectives, reprioritising where and when required.

As an organisation, we are committed to measuring and improving our diversity and inclusion initiatives regularly. We understand that fostering inclusion and belonging requires ongoing effort and a commitment to learning and evolving. We welcome feedback from our employees, investees, and partners as we work towards creating a workplace that is equitable, respectful, and fair.