



April 2015

RB Corporate Diversity & Inclusion Policy

Policy Statement

RB is, first and foremost a high paced performance driven organisation. We value our distinctive culture and believe it is a key source of sustainable competitive advantage.

We believe a diverse workforce enables more relevant innovation and increased speed and efficiency in meeting the various needs of our global customers and consumers.

We believe our people should thrive in our high paced, performance driven culture, and come from a wide variety of backgrounds, nations, cultures, skills and experiences. We recognise the value of the creative potential that individuals of different backgrounds and abilities bring to their work.

Outcomes

We are committed to equality of opportunity in all areas of employment and business regardless of personal characteristics including, but not limited to, gender, race, nationality, age, disability, sexual orientation or religion.

We are committed to providing a workplace environment where everyone has an equal opportunity to perform at the highest levels and realise their potential. This applies to all aspects of our employment policies and practices including:

- Recruitment, assessment and selection
- Terms and conditions of employment
- Compensation and benefits
- Working environment
- Personal development and training
- Career progression
- Redundancy and redeployment.

Practices

Increasing the diversity of our people at all levels is an important priority for RB's Board of Directors and its Executive Committee. We will achieve this through:

- Targeted sourcing of people from diverse backgrounds and cultures



- Accelerated development of key talent within the organisation
- On going focus on creating an environment that allows all of our talented people to prosper.

Scope

This Policy applies to all RB employees.

Sponsorship and responsibilities

Ultimate responsibility and sponsorship of this Policy rests with RB's Executive Committee. The SVP Human Resources is the member of the Executive Committee responsible for the implementation of the Policy and will review it from time to time as necessary.

Senior managers are accountable and all RB employees are responsible for ensuring that our Diversity policies and programmes are actively pursued and implemented. Employees should be aware of their personal responsibility to each other, to consumers, customers, partners and suppliers as well as the communities in which we operate.

Monitoring and reporting

We monitor the composition of our workforce and we will improve the quality of data regarding diversity within our workforce to ensure that we attract and maintain a diverse and talented workforce. Our diversity data will only be disclosed in line with best practice and as required by law.