

GLOBAL DIVERSITY AND INCLUSION POLICY

JULY 2020

BURBERRY

LONDON ENGLAND

INTRODUCTION



DIVERSITY IS THE UNIQUE PERSPECTIVES AND DIFFERENCES WE BRING TO BURBERRY AND SHARE ACROSS THE WORLD

INCLUSION IS CREATING A CULTURE THAT CHAMPIONS THESE DIFFERENCES AND NURTURES A SENSE OF BELONGING

At Burberry we recognise the importance of a commitment to promoting a sense of belonging, valuing diversity and creating an inclusive culture for all.

Our policy provides a global standard for how we can foster an inclusive environment that encourages diverse capabilities, skillsets and mindful allies. Through diverse talent and perspectives, we will cultivate creativity, enable innovation, and overcome blind spots and biases.

SCOPE

The Burberry Diversity and Inclusion Policy is global and applies to everyone working at Burberry including permanent and temporary employees, contractors, consultants and 3rd party partners working on site. It also applies to all applicants seeking employment with Burberry.

OUR COMMITMENT

WE ARE ALL RESPONSIBLE FOR MAKING SURE THIS POLICY AND THE PRINCIPLES OUTLINED ARE EMBRACED, ADHERED TO, AND UPHELD ACROSS OUR BUSINESS.

WE ARE COMMITTED TO BEING A WORLD-CLASS EMPLOYER WHERE ALL COLLEAGUES CAN DEVELOP THEIR FULL POTENTIAL IRRESPECTIVE OF THEIR: RELIGION OR BELIEF; GENDER; GENDER RE-ASSIGNMENT; GENDER IDENTITY OR EXPRESSION; AGE; SEXUAL ORIENTATION; DISABILITY; MENTAL HEALTH; MARITAL OR CIVIL PARTNER STATUS; PREGNANCY OR MATERNITY; PART-TIME/FIXED-TERM WORK; ETHNICITY; RACE; NATIONAL ORIGIN; MILITARY OR VETERAN STATUS; OR SOCIO-ECONOMIC STATUS, TOGETHER WITH ANY OTHER CHARACTERISTIC PROTECTED BY LAW (TOGETHER, WE CALL THESE “PROTECTED CHARACTERISTICS”).

TO DO THIS, WE WILL:

- Promote diversity, inclusion and belonging across our entire organisation, in all locations.
- Adhere to the principles of inclusion and fairness for all our people and have zero tolerance for all forms of discrimination, harassment and bullying.
- Ensure skills and experiences are the only basis for recruitment, access to development opportunities and promotion decisions.
- Create a workplace based on mutual respect for everyone and continue to build a culture that values the skills and creativity brought by every individual.
- Make any reasonable adjustments or accommodations for those with a disability.
- Value and reflect the full diversity of our colleagues, communities, suppliers, partners, clients and customers.
- Make certain our actions are aligned to, and support our values, leadership behaviours and our Purpose
- Protect against any retaliation following a complaint made of discrimination, harassment or bullying.
- Cultivate a culture that educates all colleagues to learn to listen and become allies.

We are committed to continue to listen and learn from one another and our communities, to ensure we are perpetuating inclusivity and representation across the organisation.

It is also each and every person's responsibility to comply with the policy, to ensure an inclusive environment that encourages and fosters diverse capabilities, skill sets and being mindful allies. Should employees breach this policy they may be subject to appropriate disciplinary action by Burberry, up to and including dismissal.



HOLDING OURSELVES TO ACCOUNT

WE ALL HAVE AN OBLIGATION TO ENSURE THAT THE PRINCIPLES IN THIS POLICY ARE UPHELD, AND TO SPEAK UP IF WE SEE BEHAVIOUR WHICH IS NOT IN-LINE WITH THESE. WE WANT TO ENCOURAGE ANYONE WHO BELIEVES THAT THESE VALUES ARE NOT BEING MET TO RAISE THEIR HAND, USING EITHER THE INFORMAL OR FORMAL APPROACHES BELOW.

INFORMAL APPROACH

If you see concerning behaviour from a colleague, and you feel comfortable doing so, we encourage you to explain your concerns as soon as possible to the person responsible. Often, until feedback is given, a person may be unaware that their behaviour is inappropriate. In most cases, quick and respectful feedback can lead to an early resolution.

FORMAL APPROACH

If the informal approach is not effective, or not appropriate, you can raise concerns formally through these various channels:

- Your line manager
- A member of management
- HR
- AskHR
- Burberry Confidential
- Burberry Employee Assistance Programme

In all cases where allegations of discrimination, harassment and bullying are raised, we will ensure the situation is handled appropriately and sensitively, and that a thorough investigation is completed. We also commit to take appropriate action where required and provide support to all concerned.

Anyone making a complaint should be assured that they will be protected from retaliation. We will not tolerate any retaliation against anyone who reports a breach of this policy and/or who participates in an investigation about a breach of this policy.



MONITORING AND REVIEW

This policy does not form part of any employee's contract of employment. Burberry reserves the right to amend any policies or procedures outlined within this policy as deemed appropriate (including, but not limited to, changes required to comply with local legal or regulatory requirements) and any decision to do so will be made entirely at Burberry's discretion.

This policy will be reviewed and may be amended at any time.