



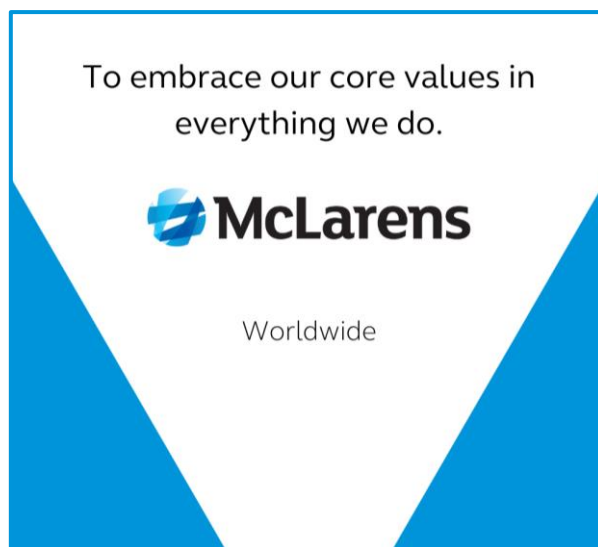
McLarens' Global Diversity, Equity & Inclusion Charter 2022

McLarens Vision & Values

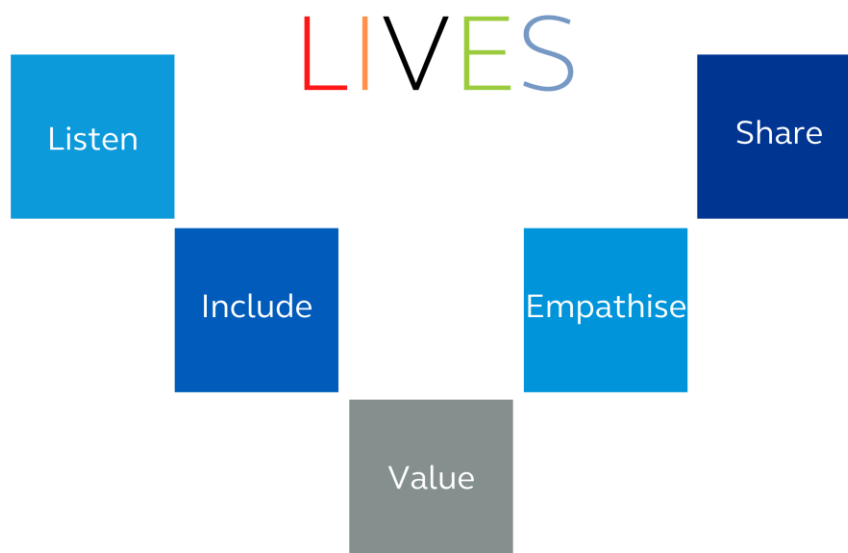
Diversity, Equity, and Inclusion matters. The diversity of our global team is our most important resource. Each person offers unique ideas, beliefs and skills shaped by their heritage, background and culture. Continually fostering and developing our workforce to reflect and contribute to the diverse, global community in which we operate, is at the heart of our business and the key to our success.

"Our people and culture make the difference: for our customers, communities and workplaces across the world." **Gary Brown**

Our vision is:



Our Values are:





McLarens Charter

Our charter serves as a framework to help embed our values throughout our organization. It applies to all employees worldwide and all members of our Global Leadership Team have endorsed this charter. We are committed to taking collective responsibility for:



Advocating inclusion and celebrating diversity globally



Implementing D&I policies across our business and our wider ecosystem to ensure an inclusive culture for our teams, our customers and all other stakeholders



Attracting, recruiting and promoting diverse talent

3 Steps to achieving our Vision and Values:

To create an environment where colleagues feel included, respected, and comfortable bringing their whole self to work, each employee is empowered to implement the Charter daily in their relationships with all our stakeholders. They are supported by:

Vision and Values

1. Our Diversity Champions are colleagues who have volunteered to take on this important challenge, they work in a wide range of roles across our business to build inclusive communities at local level.

2. Our Diversity, Equity and Inclusion Teams around the globe each include a Diversity, Equity & Inclusion Lead, an Executive Sponsor and local Leadership Team members. They work with our DE&I champions, meeting regularly to discuss, educate, share ideas and implement initiatives to further McLaren's DE&I strategy.

3. Our Diversity, Equity and Inclusion Global Taskforce comprises members of our Executive Leadership team. Adopting a highly proactive approach to managing our Global strategy, it provides the vision and direction required to deliver our goals.