



McLarens Global Diversity, Equity & Inclusion Charter

Owner: Liz Tubb

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If you have any suggested changes to this procedure, please notify:

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1. Our Statement

McLarens is an equal employment/affirmative action employer and is committed to providing a workplace that is free of discrimination of all types and from abusive, offensive, or harassing behaviour. McLarens highly values the diversity of skills and abilities that our global workforce brings to the business. We are committed to supporting diversity in our workforce and to developing talent and building staff competencies.

This Charter aims to ensure that we do not discriminate based on gender, race, color, ethnicity, national origin, religion, age, marital status, sexual orientation, gender identity and expression, disability, pregnancy, veteran status, genetic information, or political affiliation.

McLarens has a global Diversity and Inclusion Committee which includes the Chief Executive Officer, Global Chief People Officer, and the Group General Counsel. This Committee meets regularly to help shape DE&I initiatives around the globe. We engage in every region globally on DE&I. To ensure that we are regionally sensitive, locally responsive, and increasingly diverse and inclusive, where present, we engage with local DE&I committees who further facilitate and drive our DE&I agenda and local employee engagement.

2. Scope

This Charter applies to all individuals working at all levels and grades within the Group* globally, including directors, senior managers, officers, employees (whether permanent, fixed-term or temporary), trainees, seconded staff, homeworkers, casual workers, agency staff, volunteers and interns.

We are fully committed to conducting business with integrity and transparency. Therefore, we also expect that all our business partners globally foster a culture of diversity, equity, and inclusion and that they comply with this Charter.

3. McLarens Vision & Values

Diversity, equity, and inclusion matters at McLarens. Increasing the diversity of our global team ensures that we can better serve our diverse client and customer base. We want to ensure that each person offers unique ideas, beliefs and skills shaped by their heritage, background, and culture. We want to continually foster and develop our workforce to reflect and contribute to the global community in which we operate. This remains at the heart of our business and is key to our ongoing success.

“Our people and culture make the difference: for our customers, communities and workplaces across the world.”

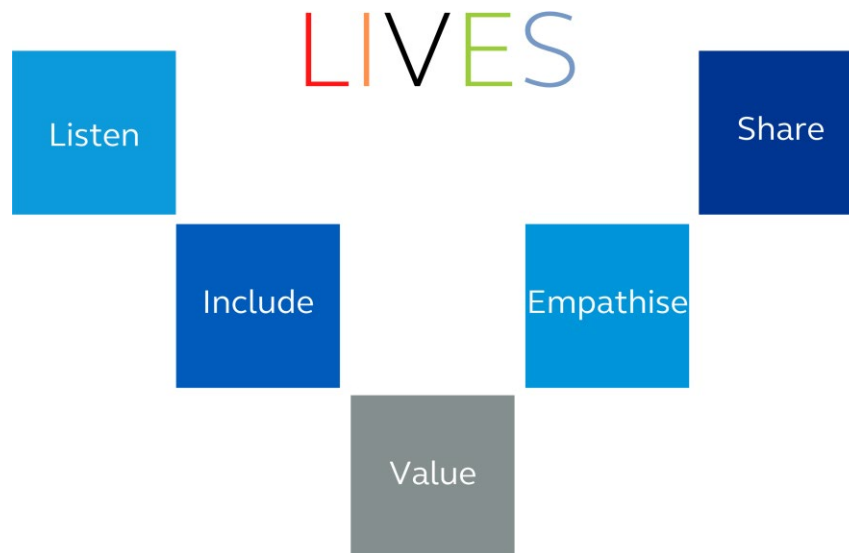
Gary Brown, CEO, McLarens



Our Vision is:**We aspire and live by a set of shared values that guide our actions and shape our culture:**

	EXCELLENCE - We aim for nothing less than the highest standards in everything we do.		KNOWLEDGE - We know our market better than anyone, but still, we never stop developing.
	TEAMWORK - We work best when we work together with clients, colleagues, and business partners alike.		THOUGHT LEADERSHIP - We use inspired thinking and pioneering solutions to stay ahead in an ever-changing market.
	RESPECT - We are trusted to keep our promises, act with integrity, and treat people the right way.		ACCOUNTABILITY - We move with urgency to deliver on our commitments and drive for results, even amid ambiguity.

They are underpinned by our DE&I values:



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

The DE&I Charter commits McLaren to support:

- Diversity Champions across the business with a focus on inclusive communities at the local level
- DE&I Teams in every country that we operate to discuss, educate, and share ideas
- DE&I Global Taskforce demonstrating executive leadership and commitment

McLaren recognises that everyone is individual and that we all face different personal challenges, life events and changes in circumstances at different times in our lives. Please refer to **Appendix I** for details of



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support and resources available on employee wellbeing, physical and mental health at McLaren. We must point out that these vary regionally and that there are differing resources and providers across the globe.

4. Equitable and gender-balanced workforce

McLaren embraces the value of a diverse workforce and is committed to supporting our employees by offering a safe and professional environment, competitive compensation and benefits, work/life balance, personal development, and ethical management. In 2023 we published our first Gender Pay Gap report for MYI Limited (UK) and McLaren Holdings Pty. Ltd (AU) – and we continue to do that every year.

The report provides insights that enable us to strengthen our commitment to diversity, equity, and inclusion, and build a culture that recognises everyone's contribution to delivering for our employees, our clients, and our communities.

McLaren recognises that our efforts to create a more equitable and gender-balanced workforce is a work in progress and will take time. We are committed to reducing our gender pay gap, and working with our employees, partners, and the wider sector to find the most effective ways to do so.

At McLaren we seek every opportunity to increase community well-being and broaden our understanding of and commitment to diversity ensuring we remain an inclusive employer. We have always emphasized the personal dignity and worth of an individual in the work environment.

In Australia, McLaren undertakes annual reporting in accordance with the Workplace Gender Equality Act 2012. This involves submitting data on gender equality indicators such as workforce composition, remuneration and information regarding policies and processes that support workplace diversity and inclusion. Holding a Certificate of Compliance demonstrates McLaren Australia's commitment to fostering gender equality in the workplace. The results of the company's annual reporting are published publicly on the Australian Workplace Gender Equality Agency's website.

5. Harassment-Free Work Environment

At McLaren, we are committed to providing a work environment free of harassment, discrimination and bullying where all team members, customers, and community members are treated with dignity and respect.

Harassment is a form of discrimination. It includes offensive verbal, physical, or visual behavior and actions directed toward an individual, based upon the individual's gender, color, race, ethnicity, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity and expression, covered veteran status or protected genetic information and political affiliation.

Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.

We have dedicated e-learning courses on racial discrimination and sexual harassment. Some examples include “Harassment Short: Racial Discrimination and Harassment”, “Inclusion Revolution: The Essential Guide to Dismantling Racial Inequity in the Workplace”, and “Sexual Harassment in the Workplace”.

Any comments or conduct that fails to respect the dignity and feeling of the individual are unacceptable at McLaren. Unlawful discrimination, bullying or harassment of any employee or any person with whom McLaren does business with is not acceptable.

5.1 Regulatory compliance

We are a global company with global policies, processes, and procedures consistent across all our companies. The company has a Compliance Team who monitors compliance with all applicable national and local laws pertaining to nondiscrimination and equal opportunity. **This list is not exhaustive.**

- **Equal Employment Opportunity (EEO) principles**

EEO is the principle that everyone should have the same chances for employment and career advancement, regardless of their personal characteristics. It prohibits discrimination based on factors like race, color, religion, sex, national origin, age, disability, and genetic information. EEO aims to create a fair and inclusive workplace where employment decisions are based on merit and qualifications.

- **Fair Work Act 2009**

Act of the Parliament of Australia which aims to provide a safety net of minimum entitlements for employees and promote fair and productive employment relationships. The Act covers areas like minimum wages, working conditions, unfair dismissal, and collective bargaining.

- **Workplace Gender Equality Act 2012**

The Act aims to promote and improve gender equality in Australian workplaces by focusing on eliminating discrimination, fostering consultation, and enhancing productivity through gender equality.

- **Canadian Human Rights Act**

The Act prohibits sexual harassment in workplaces under federal jurisdiction and ensures equal opportunity to individuals who may be victims of discriminatory practices based on a set of prohibited grounds. The prohibited grounds currently are: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

- **Protection from Harassment Act 1997**

UK law designed to protect individuals from harassment and stalking. It creates both criminal offenses and civil remedies for harassment, including stalking, bullying, and unwanted conduct that causes alarm or distress.



- **Civil Rights Act**

United States Act which prohibits discrimination at work on the basis of race, color, religion, national origin, and sex. Harassment, under the laws of the United States, is defined as any repeated or continuing unwanted contact that serves no useful purpose beyond creating alarm, annoyance, or emotional distress.

- **New Jersey's Law Against Discrimination ("LAD")**

The LAD prohibits employers from discriminating in any job-related action, including recruitment, interviewing, hiring, promotions, discharge, compensation and the terms, conditions, and privileges of employment on the basis of any of the law's specified protected categories. These protected categories are race, creed, color, national origin, nationality, ancestry, age, sex (including pregnancy and sexual harassment), marital status, domestic partnership status, affectional or sexual orientation, atypical hereditary cellular or blood trait, genetic information, liability for military service, or mental or physical disability, including HIV/AIDS and related illnesses. The LAD prohibits intentional discrimination based on any of these characteristics.

6. Respect for the individual

We all deserve to work in an environment where we are treated with dignity and respect. McLarens is committed to creating such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success.

McLarens is committed to inclusion. We do not tolerate inappropriate comments, offensive behaviour nor harassment of any kind. Employees deserve freedom to do their jobs in a respectful, professional environment.

6.1 Vulnerable customers

McLarens considers the concept of treating all customers fairly to be at the very heart of what we do. We recognise the need to not only identify those who are vulnerable customers (customers who require additional support), but to be proactive and tailor our service to take account of these vulnerabilities throughout our claims handling process to ensure the best possible experience for the customer.

6.2. Human Rights and the Rule of Law

McLarens has Modern Slavery Statements and policies in place throughout the globe. Our business respects the human rights and dignity of all. We strongly support all international efforts to protect human rights. Use of modern slavery and human trafficking still goes on today. We have a responsibility to be alert to the risks and report any concerns.

McLarens will never tolerate clients, partners or third parties practicing modern slavery and human trafficking. Each of us must support efforts to eliminate any abuses of human rights. Respect for others begins with our daily interactions, including promoting diversity, accommodating disabilities and being proactive to protect the dignity of everyone.

7. Training

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All McLarens' employees are required to understand and comply with all policies (incl. DE&I Charter) and procedures and to sign an undertaking that they understand and comply with the policies.

All employees are required to achieve at least a minimum 80% result in each e-learning module to successfully complete our compliance educational programme. The completion of these courses is undertaken and recorded in our LMS thus enabling us to identify any areas for improvement and further intervention/education.

8. Our commitment to inclusion and nondiscrimination

McLarens operates at over 230 offices worldwide with more than 2,500 full-time employees. This is why we have an ongoing commitment to people and to fair employment practices and our commitment to people and fair employment practices is unwavering. As we have grown and expanded throughout the world, our workforce has become more diverse.

"As the UK DE&I Lead at McLarens, I am proud to be part of an organization that places Diversity, Equity, and Inclusion at the heart of its culture and operations. We are committed to fostering an inclusive workplace where every voice is valued and respected, while also driving progress as an industry leader. By championing DE&I, we are creating opportunities for all and setting a strong example for the future of our sector."

– Kim Alcock, Head of UK Casualty and Diversity, Equity, & Inclusion Lead, McLarens

At McLarens, we ensure DE&I is applied to all **recruitment and selection processes**. We take a positive approach to diversity, welcoming applicants from different backgrounds and recognising the benefits a diverse workforce can bring to the organisation.

We believe a well-managed, diverse workforce expands the company's base of knowledge, skills, and cross-cultural understanding, which in return enables us to understand, relate and respond to our diverse and changing customers throughout the world. We have different programs across the McLarens Group of companies:

- **Aspire**

McLarens is committed to developing top talent in the loss adjusting sector and this year launched Aspire, a leadership and development scheme designed to nurture the next generation of technical experts and industry leaders. Aspire provides structured training, mentorship, and hands-on experience to equip emerging and existing senior leaders with technical expertise, problem-solving skills, and strategic mindset required to excel in the sector.

This scheme demonstrates the importance that McLarens places in continuous learning and leadership development. The aim of this scheme is to ensure that the McLarens team remains at the forefront of the industry, with a focus on exceptional service and innovative solutions to clients worldwide.

- **Accelerate Programme**

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McLarens' Accelerate Programme is a multi-faceted learning schedule for staff who, having been identified through a rigorous selection process, are receiving personal and professional development in readiness for future management and leadership opportunities.

The 12-month Programme provides delegates with bespoke learning and development to support personal growth, communication and planning and provides an insight into key operational functions. To underpin the learning, delegates are required to undertake a professional development qualification via the Chartered Management Institute (CMI).

- ***Annual Day of Service***

We support our team to thrive and contribute to positive socially responsible change. And we commit to ensuring that transparency, integrity, and accountability remain the cornerstone of our governance approach. McLaren makes available to all its employees one full day paid leave every year to participate in any volunteering activity initiative of their choosing, celebrating, and promoting initiatives throughout the organisation. The McLaren annual Day of Service supports charities, local schools, and other local causes. We encourage team members to participate as groups where possible to increase the potential impact.

- ***McLarens commUNITY initiative***

This initiative supports employees globally in their charitable endeavours outside of work. The purpose is for McLaren to either donate money to an employee's particular charitable cause or for McLaren to match donations employees make to a charity. This further demonstrates McLaren's commitment to charitable giving by donating or matching donations to a variety of employee nominated charities.

We share all our initiatives in the McLaren Environmental Impact Statement which is available at [Sustainability and Environment - McLaren](#). This is our public commitment to be a responsible business company, and we will strive to be the best in class.

9. Reporting violations of this Charter

Each employee has a duty to report any actual or suspected violation of this Charter. The report should be made as soon as possible to the Group General Counsel or by email to compliance@mclarens.com. McLaren will not tolerate retaliation or retribution against employees for reports made in good faith regarding known or reasonably suspected violations of this Charter.

10. Related McLaren documents

- McLaren Global Ethics Policy
- McLaren Global Business Code of Conduct
- McLaren Supplier Code of Conduct
- McLaren Global Whistleblowing Policy
- [McLarens Impact Statement](#)

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There are different resources and providers across different regions. To avoid any confusion, please contact your local HR Team for further guidance on the available programs.

- **Employee Assistance Programme (EAP)** - McLaren is pleased to partner with Prudential and ComPsych to provide for you an Employee Assistance Program (EAP). The EAP is a confidential service that employers provide to help employees manage personal difficulties—such as emotional problems or substance abuse—before those problems spill into the workplace. The EAP supports employees facing challenges related to behavioral and emotional health, family, wellness, or other personal matters through face-to-face or telephone counseling, available 24 hours a day, seven days a week via a toll-free line or email. Employees reach live guidance consultants, never an answering service or automated menu system. The EAP is now available in Australia, UK, and US.
- **Help@Hand - Employee Wellbeing and Discounts** - Help@Hand is an employee support app provided by Square Health in UK which offers on demand health and wellbeing support and everyday lifestyle assistance.
- **The Insurance Charities** - The Insurance Charities is an external charity which supports current and former insurance employees and their families across the UK and Ireland, with whatever difficulties they may be facing, such as poor health, domestic abuse, relationship breakdown, depression, disability, financial problems, tragedy, redundancy.
- **Mental Health First Aiders (MHFAiders)** – McLaren has trained MHFAiders available within the organisation to support staff wellbeing. They provide initial support, encouragement, and signposting to identify and access sources of professional help and other support. MHFAiders also host discussions and awareness sessions on a range of topics including – Menopause, Miscarriage and Baby Loss, Second Wave Anxiety: Tips to Help, Mental Health Foundation: Mental Health Tips.