



# Equity, Inclusion and Diversity Policy

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## Introduction

At RHEA, we are committed to providing a working environment in which diversity is valued, differences are celebrated, and all staff members can bring themselves fully to work and contribute positively in every aspect of life at RHEA.

Wherever our people are working around the globe – and whatever their age, gender, nationality, religion or sexuality – their individual skills, knowledge and contributions are cherished and recognized. This is reflected by our 650+ staff in 11 countries representing 38 different nationalities and speaking more than 50 languages.

Diversity, inclusion and equal opportunities are promoted in all parts of RHEA life – from the moment someone joins the company and throughout their time developing and progressing here.

People are at the heart of everything we do. In addition to being part of a growing, dynamic and international team, we offer our staff the opportunity to leverage their skills and empower them to really make a difference, in whatever field they work.

André Sincennes, President & Managing Director, RHEA Group

Barbara Puddephatt, HR Director, RHEA Group

## Scope and eligibility

RHEA Group's Equity, Inclusion and Diversity Policy must be adhered to by all employees and freelancers, in order to promote equity of opportunity and eliminate discrimination. Additionally, it is the responsibility of every person working for RHEA to ensure their colleagues also comply with the principles published in this document.

With many of our people embedded within customer sites around Europe and Canada, we ensure the values of RHEA Group are understood and reflected in the practices our teams demonstrate in their day-to-day work. The policies of our customers are always understood and our teams work to the highest levels of best practice, committed not only to RHEA's policy and expectations but also to building mutual trust with our customers.

## Policy statement

RHEA's commitment to equity, inclusion and diversity is underpinned by the need for every single person to be treated fairly and with respect. We recognize and appreciate that diverse businesses are successful businesses and retain talent, because a broader talent pool generates a wider and better quality range of ideas.

At RHEA, our guiding principle is that equity, inclusion and respect for diversity must be maintained between colleagues, customers, partners and suppliers at all times.

By celebrating diversity, we can distinguish ourselves from our competitors and maintain the highest standards of service delivery, as demonstrated by our excellent reputation around the world.

Our equity, inclusion and diversity strategy focuses on gender, age, disability, ethnicity and sexuality in order to provide equal opportunities for everyone, regardless of how they identify.

We have therefore set out three objectives:

1. Building and maintaining a diverse and inclusive workforce that reflects and understands our customers' needs
2. Ensuring all RHEA colleagues are valued and can contribute to our success
3. Empowering and enabling all RHEA colleagues to thrive and prosper.

This policy is a live working document that we will review and update regularly, to ensure our commitments remain at the heart of RHEA's company culture and that the policy remains relevant and valuable at all times.

## Legal commitments

In all countries in which RHEA Group operates, aspects of equity, inclusion and diversity are enshrined in law. As a result, this policy ensures that we meet these legal obligations and operate in accordance with the legislation set out in Chapter 3 of the EU Charter of Fundamental Rights and in the UK Equality Act 2010. RHEA Group also recently requested to join the Belgian diversity charter of the European Commission.

Wherever our employees are living and working, we will ensure that the country does not make them vulnerable (in line with the highest standards of equity and fairness).

## Policy principles

Inclusion applies to everyone. Our principles provide further clarity on how we aim to ensure equity at all levels.

### Gender

Currently, RHEA's workforce is split 70% male vs 30% female. We recognize the need to move towards greater gender balance, and this is something we are already working on. At RHEA, we know that it will be a staged process and we have key milestones in place that will see us steadily balancing the make-up of our staff.

This also extends to RHEA's middle and senior management teams. Our management is made up largely of men. We are addressing the disproportionate ratio of female to male managers through various programmes, including more flexibility for teleworking and periodic benchmarking of compensation and benefits in the regions in which RHEA Group operates.

For women who have taken a career break to raise a family, we are also committed to creating a welcoming and nurturing environment whereby they can balance the demands of family life when returning to work.

This will be supplemented by a planned Skills Management tool from January 2022 that will allow us to make best use of the employee data we have relating to our people's skills, knowledge and experience to ensure they are provided with appropriate opportunities and development plans, in line with business needs.

### Age

While RHEA's workforce spans the age spectrum – from new graduates to those with more than four decades' working experience – we always focus on each person's ability for personal and professional development. This means providing new starters with buddies who can help them settle into life at RHEA and mentors for people looking to secure new skills and qualifications.

### Disability

RHEA ensures that all buildings in all countries in which we operate provide access for employees with disabilities.

### Ethnicity

With 38 nationalities making up RHEA's workforce, a wide range of ethnicities and religions are represented. Ensuring each person is able to be proud and open about their culture, traditions and religious beliefs – including respecting people's dress codes; time off for religious observance; private areas for daily prayer; special dietary requirements; or extended leave for a family bereavement – is absolutely fundamental to our equity, inclusion and diversity approach.

During our recruitment process, we will always explain this, so that candidates will feel comfortable if they have specific observances. Additionally, this makes prospective employees aware of how we operate as a company and what our expectations are of every single member of staff.

### Sexuality

Support networks for people identifying as LGBTQ+ are increasingly being established throughout the corporate world. Where people have previously felt marginalized and unable to be open about their sexuality at work, there is now a tidal wave of change happening, allowing anyone – however

they identify – to feel comfortable at work. RHEA is working towards establishing a dedicated employee network support group for those people identifying as LGBTQ+ and allies, demonstrating to all existing and prospective staff that we are a welcoming and non-judgemental organization where everyone is treated equally.

## Wellbeing and mental health

Central to RHEA's equity, inclusion and diversity approach is ensuring the wellbeing of all our people and providing the necessary support for anyone suffering with mental health challenges.

We believe it is fundamental that our staff can work in an environment and culture whereby they feel able to seek help about any difficulties they are having, knowing they will receive the respect, kindness and support they need from their colleagues, in the strictest confidence, as well as specialist support from external mental health specialists.

RHEA Life is our dedicated wellbeing programme for all staff. It features a range of self-care ideas designed to look after our people's wellbeing and help them recognize how to access the right support.

A new Employee Assistance Programme will be in place by the end of 2021.

## Recruitment and selection

While RHEA's diversity brings a unique richness to our teams, our common passion for innovation, technology advancement and scientific discovery enhances this even further, enabling us to deliver solutions that truly shape the industries we work in.

As an equal opportunities employer, we are always looking to attract, develop and retain the best talent. All job applicants are treated equally, and any claim of discrimination or unfair treatment will be investigated and dealt with.

At RHEA, we trust and support our teams by committing to long-term relationships and by collaborating with the brightest minds in each sector. Collectively, we foster an ideal environment for all our employees to reach their full potential.

## Performance management, promotion and progression

All employees have an equal opportunity to progress their careers with RHEA Group. This means that all promotion decisions are made on the basis of merit, with promotion opportunities monitored to ensure equity of opportunity at all levels.

Additionally, RHEA's Leadership Management Training programme includes a strong focus on promoting understanding and compassion among our managers at all levels, providing them with the tools and techniques needed to be outstanding leaders.

## Governance

RHEA's commitment to equity, inclusion and diversity comes from the top of the company. This sees our executive leadership living by these values and being ambassadors in promoting them.

## Reporting

To ensure we continue to fulfil our objectives – and that equity, inclusion and diversity remain at the heart of RHEA's company culture – this policy document will be updated on a regular basis, with annual reporting through employee surveys to demonstrate how the company is progressing.

## Accreditations

RHEA is a member of Women in Aerospace, reflecting our dedication to increasing the leadership capabilities and visibility of women in the aerospace community.

We are also in the process of gaining accreditations from several other organizations.

## Education

RHEA is passionate about increasing the number of women working at the company, as well as more broadly in STEM (science, technology, engineering, maths) careers. With this in mind, we are planning a series of STEM-based educational events with academic organizations around Europe and Canada, encouraging primary and high school students to consider a career in STEM.