

NON-FINANCIAL AND SUSTAINABILITY INFORMATION STATEMENT

This table signposts related non-financial information in this report and further reading on our website at <https://www.diplomaplc.com/sustainability/sustainability-reports-and-policies/>.

REPORTING REQUIREMENT	POLICIES	REFERENCE IN 2023 ANNUAL REPORT
1. Anti-bribery and Corruption	The Group has a policy on anti-bribery and corruption that complies with the requirements of the Bribery Act 2010. This policy is reviewed periodically to ensure continued and effective compliance in our business through our Learning Management System.	Further detail can be found on our website
2. Code of Conduct	Our Code of Conduct sets out the expected standards of conduct and behaviour of all employees across Diploma as they relate to our people, governance and the law, and stakeholder engagement.	Further detail can be found on our website
3. Diversity, Equity & Inclusion	Our DEI Policy applies to all our businesses and every aspect of how we work. We believe our business leaders play a key role in creating an inclusive, diverse and equitable workplace and that an effective DEI strategy will add value to our business, contribute to employee wellbeing and allow us to recruit and retain a wider pool of talent.	56–59; 100
4. Equal Opportunity	Our Group-wide diversity and inclusion commitment is for all candidates are considered fairly, regardless of their gender, race, age, sexual orientation, professional or academic background. Development opportunities are equally applied to all employees regardless of disability. In the event of an existing employee becoming disabled, every effort will be made to ensure their employment with the Group continues and appropriate support is provided.	Further detail can be found on our website
5. Environment	Our Environment Policy asks our businesses to comply with or exceed all applicable environmental laws, understand climate-related risks and opportunities and their impact on their business.	63–66
6. Climate-related Financial Disclosures	We summarise our climate-related financial disclosures consistent with all TCFD recommendations and recommended disclosures. By this we mean the four TCFD recommendations and the 11 recommended disclosures set out in Figure 4 of Section C of the report entitled 'Recommendations of the Task Force on Climate-related Financial Disclosures' published in June 2017 by the TCFD.	67–74
7. Health & Safety	Our Health & Safety Policy supports our commitment to ensure the Health & Safety of our colleagues, visitors and partners through a proactive culture, rigorous standards, governance and reporting.	60–62
8. Human Rights & Labour Conditions	The Group's activities are primarily carried out in countries with strong human rights legislation, which we comply with in the countries in which we operate. Our businesses carry out due diligence on their supply chain and key suppliers comply with our Supplier Code. Our own colleagues are provided with a safe, secure and healthy working environment, with access to employee assistance programmes.	60–61
9. Modern Slavery Statement	The Group has a zero-tolerance approach to slavery in all forms, including human trafficking, forced and child labour. Each business undertakes an annual risk assessment of modern slavery within the business and its principal suppliers. Based on these and the initiatives implemented by the businesses to counter slavery, the Board has been assured that slavery is not taking place within the Group.	79
10. Whistleblowing	We have a Whistleblowing Policy that applies to all employees and businesses and is monitored by the Audit Committee. The Policy is displayed on noticeboards at all businesses. Employees are encouraged to raise concerns via the confidential, independently-managed, multilingual hotline, which is available 24/7, 365 days a year. All reports are reviewed by the Group Company Secretary with the support of internal audit and external resources, if required.	95