



DIVERSITY, EQUITY, AND INCLUSION AT IMAGINATION

Aug 22

Introduction



At Imagination, our mission is to sharpen our customer's competitive edge by excelling in innovation. How do we achieve this? By having an engaged, diverse, and inclusive workforce and modern working practices.

We adhere to employment legislation that protects and safeguards our people but that isn't enough and so we are continuously striving to do more.

Our technology is advancing and continuously changing and so is our workforce. Therefore, it's important that we focus on seeking new and innovative ways to remove barriers and challenge inconsistencies.

Globally we have over 800 highly skilled people collaborating. Therefore, it is only right that as a business, we represent everyone.

Simon Beresford-Wylie
CEO

A handwritten signature in black ink that reads "Simon Beresford-Wylie". The signature is fluid and cursive, with a distinct flourish at the end.

Diversity, Equity & Inclusion matters

Diversity, Equity, and inclusion (DE&I) is crucial to a successful company. By being an open, diverse, and inclusive organisation, we can compete on a global-scale, delivering the industry-leading technology that our customers demand, but also, and just as importantly, create a company that we are all proud to be part of.

This is highlighted in our shared values, which underpin our culture and the way we work together; to be committed, straightforward, innovative, collaborative, and put customers first. We believe in these values and are devoted to putting them at the heart of everything we do at Imagination.

We want you to feel included, represented, respected, and listened to irrespective of your ethnicity, sexuality, gender, gender identity, religion, disability, age, and education.

Being an inclusive employer is important to us, it's not just words. We want our people to come to work and be the truest version of themselves. Therefore, we will continue to build a safe, collaborative, and creative environment where everyone feels included and candidates are excited to join.



Our Journey

Investing In Our Future Leaders

Our people are at the heart of Imagination. Inclusive representation at leadership level is essential and fundamental to our growth.

We are committed to building and growing an inclusive and representative leadership team and have introduced several global initiatives to help us achieve this.

Our Accelerate Program is designed to develop and challenge Imagination's next generation of leaders, equipping them with the skills, knowledge, and business experience necessary.

Continuous development is also something we are committed to. We've made more resources available throughout Imagination such as our mentoring programmes, enhanced and expanded our online learning resources and invested in development for our existing senior leaders and people managers to ensure they are always evolving.

We're also devoted to STEM outreach because we understand we have a responsibility to champion our industry. Partnering with schools, universities and charities allows us to provide resources to help reduce the diversity gap within STEM for the next generation leaders in our industry.



Raising Awareness

During 2022, we showed our support for the LGBTQ+ community, both within Imagination and externally, as well as shine a light on the ongoing need to champion women within engineering.

Various offices held local activities during Pride Month (June), from India's Pride Parades through to a guest speaker in UK. Through our activities we wanted to raise awareness and encourage learning and discussion. We also delivered [social media campaigns](#) and merchandise for our employees to wear, promoting discussion and raising awareness.

[For International Women in Engineering Day 2022 \(INWED\)](#) we had a virtual guest speaker, discussing how we can all be inventors and innovators when it comes to DE&I.

Focus areas for the next twelve months include:

- ▲ Accessibility
- ▲ Menopause support
- ▲ Mental health
- ▲ Neurodiversity awareness
- ▲ Trans support



It's All About Our People

Our DE&I Community is accessible to everyone at Imagination and encourages the sharing of ideas and feedback. We are enthusiastic and driven to make changes to improve working experience at Imagination. We have arranged events, updated policies and continue to run education and awareness campaigns globally covering an array of diversity topics.

One of our main areas of focus is Neurodiversity and we aim to spend more time and invest in this area to create a culture and environment that supports, understands and nurtures neurodivergent individuals to flourish throughout their career.

Flexibility in our recruitment allows us to attract a wide variety of talent from all over the world. We treat all applications equally and are flexible in the way our people want to work, whether candidates are looking to work part-time, job share, do condensed hours or some other arrangement we haven't thought of! Our hybrid working framework combined with our openness to flexible hours allows our people to balance home and work life whilst supporting them to fulfil their potential.

Supporting DE&I in the workplace is the responsibility of everyone. By working together, we can create an inclusive and enriched culture, making Imagination a high performing organisation and a great place to work!



Imagination's second DE&I statement highlights the progress we have made - and the fun we have had on the journey - since our first statement in March 2021. It also highlights our priorities for the next twelve months as we further develop our theme of "Everyone is Welcome", a simple statement which underlines our commitment and ambition that diversity, equality, and inclusion are a key consideration in everything we do.

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Executive Sponsor DE&I

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