

Diversity and Inclusion Policy

Diversity and Inclusion Policy Statement

Red Box respects, values and celebrates the unique attributes, characteristics and perspectives that make each person who they are. We believe that our strength lies in our diversity among a broad range of people. We consider diversity and inclusion a driver of excellence and seek out diversity of participation, thought and action. It is our aim, therefore, that our Staff reflects and embraces these core values.

Diversity and Inclusion Framework

Red Box strives to support diversity through its leadership by providing the best resources to enable a positive impact on local and global communities. By modelling excellence around diversity and inclusion, Red Box is better situated to respond to the unique needs of the Staff within three categories:

Human Capital

It is important to support and nurture the staff by creating positive workplace environments and structures that enable them to be engaged in their jobs and to challenge them appropriately to support growth.

Key Stakeholders

Individuals, organizations and corporations of all types have the potential to offer insight and expertise on a broad range of strategies related to diversity and inclusion initiatives. We are committed to working collaboratively with Staff as well as Clients and Suppliers alike.

Programmes and Resources

Red Box strives to work with Staff and Key stakeholders to maximise the below for all Staff.

- ☐ Standards and Best Practices
- ☐ Career Pipeline
- ☐ Professional Development
- ☐ Research and Data Collection

Definitions

Diversity

The quality of being different or unique at the individual or group level. This includes age; ethnicity; gender; gender identity; LGBT; language differences; nationality; parental status; physical, mental and developmental abilities; race; religion; sexual orientation; skin colour; socio-economic status; education; work and behavioural styles; the perspectives of each individual shaped by their nation, experiences and culture—and more. Even when people appear the same on the outside, they are different.

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Proud to be a certified B Corporation, certified to the ISO 9001:2015 and ISO 14001:2015 standards and a living wage employer.
OfficeBASE Ltd trading as REDBOX Group. Registered No. 02218322

Registered Office: Upper Deck ■ Admirals Quarters ■ Portsmouth Road ■ Thames Ditton ■ Surrey ■ KT7 0XA



Inclusion

The act of including; a strategy to leverage diversity. Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best.

A handwritten signature in blue ink that reads "James".

David James
Managing Director
1st August 2025

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