

# Cultivating an inclusive & diverse BMS UK&I

A high-level summary of the BMS UK&I data story

Inclusion and diversity (I&D) is crucial to business, now more than ever. Powered by the strength of our diversity, we want to build on our strong I&D foundation to cultivate a workplace we can be proud of.

## What we did...



UK-wide I&D employee survey



PBRG & ambassador focus groups



Leadership Team interviews

...exploring sentiments and perceptions around I&D and building a picture of our team



RACE



DISABILITY



GENDER IDENTITY



RELIGION OR BELIEF



PREGNANCY & MATERNITY



AGE



MARRIAGE & CIVIL PARTNERSHIP



SEX



SEXUAL ORIENTATION

There is much for us to be proud of...

84%

strongly agree or agree that they feel a sense of belonging in their teams

85%

strongly agree or agree that they feel that they work in diverse and cross cultural teams at BMS UK

...yet there is more to do

44%

agree that current I&D initiatives are successful and have a sustained impact

33%

voted a lack of resource as the highest barrier to implementing a I&D strategy

## What really matters...

6 key themes emerged...



1

Being Intentional With I&D to Drive Sustainable Impact

2

Removing the Mask - Understanding Your Workforce and Actioning Change

3

Leadership Responsibility and Representation - Bridging the Perception Gap

4

Competing Priorities - Protecting Time and Resource for I&D

5

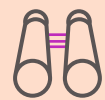
Educating the Workforce

6

Re-Establishing the PBRG Identity

These key themes helped us create our...

## UK&I Inclusion and Diversity Vision



Continue to nurture an inclusive culture powered by the strength of our diversity in which everyone feels respected and a strong sense of belonging

We'll do this by living by our guiding principles...



Valuing I&D, and the role we all play



Listening to each other and embracing learning, growth and change



Recognising, respecting and celebrating our differences



Bringing our authentic self to work

Watch this space...

This is not the conclusion but a snapshot in time. It's all our privilege and responsibility to continue developing our I&D story.

