Equal Opportunity, Diversity and Inclusion Statement

Lindsell Train is committed to the principles of:

Equal Opportunity – ensuring equality of opportunity for those with defined protected characteristics (age, disability, race, colour, nationality, ethnic or national origin, religion or belief, marital or civil partner status, pregnancy or maternity, sex, sexual orientation or gender reassignment).

Diversity – encouraging different thinking as a result of different social backgrounds, education paths, life experience and careers.

Inclusion – enabling those with different perspectives to thrive and influence at all levels of the company.

Lindsell Train's board believes that its ambitions for the business can best be met if the company is representative of a broad cross-section of society and if every employee feels respected and able to give their best. To achieve this, we are committed to an environment which promotes dignity and respect for all and where individuals are encouraged to share views and opinions knowing their contribution is always valued. Moreover, we strive to ensure that our recruitment process and the ongoing career paths and aspirations of our employees are fully aligned with these principles.

This approach is not only in keeping with our values but also brings us important benefits as a business, including:

- Bringing different perspectives to idea generation, problem solving and subsequent outcomes.
- Creating a more effective and positive corporate culture for the long term.
- Making us more appealing to our varied range of clients in entrusting their assets to us as well as raising their levels of satisfaction in their interactions with us.
- Enhancing our attraction as a place to work.

Our Employee Handbook sets out our approach to equal opportunities and the avoidance of discrimination.

Ongoing Initiatives

- Establishing an ESG Committee, chaired by one of our co-founders Nick Train, that includes D&I as an important element of its remit.

- Widening the pool of candidates from which we recruit to ensure it is as diverse as possible, by advertising roles with dedicated organisations such as GAIN (Girls Are INvestors).

- Building partnerships with organisations that have the specific objective of promoting D&I. Lindsell Train is proud to have a partnership with UpReach, an award-winning social mobility charity with a mission to support undergraduates from lower socio-economic backgrounds. We are proud to co-host an annual internship experience, comprised of a day in Lindsell Train's offices followed by a four-day virtual research project.

- Introducing flexible working practices on a permanent basis with the opportunity to work from home at least two days a week.

- Training all staff so that they understand more about types of discrimination (both conscious and unconscious) as well as the standards we expect to ensure that all staff are treated with respect, dignity and empathy.

- Maintaining a D&I staff survey, with the specific objective of ensuring up to date D&I data on an ongoing basis.

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