



Inclusivity Statement

At BGSR, we believe that diversity, equity, and inclusion are at the core of who we are and what we stand for. To foster a truly inclusive culture, we recognise the importance of unleashing the potential of our people. We strive to provide meaningful opportunities and create an environment where everyone can thrive personally and professionally. Our goal is to cultivate a culture where inclusiveness is second nature, ingrained in our values rather than just an initiative. We take pride in fostering a sense of belonging that transcends roles, services, languages, and countries, uniting us in our shared commitment to excellence, innovation, and social responsibility.

We understand that true engagement comes from feeling included and valued. Through our experiences, we know that diverse ideas, perspectives, and backgrounds fuel a more creative and productive work environment. That's why we encourage and empower our team members to share their unique experiences and ideas. As part of our commitment, we have implemented a comprehensive Diversity and Inclusion Program, led by a dedicated team of champions who hold us accountable for maintaining an inclusive workplace.

Our mission at BGSR is to build an organisation that embraces diversity, fosters respect, and promotes inclusion across our workforce and the communities we serve. Our Diversity and Inclusion Program is an integral part of our People Strategy, with three primary goals: attracting and onboarding a workforce that reflects our diverse community, engaging and developing our employees to work inclusively, and cultivating a culture that celebrates and values each individual's unique characteristics, skills, and experiences.

To deliver on our promise, our Diversity and Inclusion Program champions actively identify and address any insensitivities, oversights, or non-inclusive practices within BGSR. They conduct respectful workplace workshops for all staff members, initiate our participation in inclusive events, and ensure that we are held accountable for our commitment to inclusivity. We are dedicated to creating a diverse and inclusive work environment that recognizes the strength in our differences and celebrates the unique contributions of every individual at BGSR.