

### *Bedford Group – Diversity, Equity & Inclusion Statement*

*At Bedford, Group our commitment to diversity, equity and inclusion is embedded in everything we do.*

This is reflected through our consistent focus in fostering an inclusive, equitable and accessible workplace, where our team feels valued, respected and supported. Our culture embraces talented individuals that hold unique beliefs, orientations and perspectives, but share an approach to the way we do business. We know that diverse teams working in an inclusive environment are more innovative, make better decisions and deliver a superior experience for our clients, and we strive for a workforce that reflects this.

#### **Our Employees**

With a genuine commitment to diversity, equity and inclusion, we have created an authentic culture where employees, clients and candidates feel comfortable regardless of background, ethnic or national origin, religion or belief, race, gender identity, cognitive and physical ability, sexual orientation or career experience. Our practices are reflective of this culture and we encourage open dialogue and conversations that bring awareness and learning. We achieve this through employee learning initiatives and required training. Fostering such an environment enables us to respond with a greater agility to the challenges faced by our clients in a diverse, multicultural world.

#### **Bedford's Commitment to Our Clients, Candidates and Community**

At Bedford we are committed to providing counsel and solutions that align to our own passion for diversity, equity and inclusion. We believe that diverse and inclusive leaders are critical to an organization's success. We are conscious of the privilege and responsibility that accompanies the work we do to help our clients shape and transform their organizations which is why our commitment to inclusion, equity and diversity is fundamental to everything we do for:

- **Our Clients:** we partner with our clients to understand their specific diversity, equity and inclusion goals and to challenge them to be conscious of bias, to look beyond stereotypes or labels and to focus on the attributes, skills, experience and potential necessary for success. Our consultants leverage our diverse networks and proprietary database and apply their deep expertise to identify candidates who reflect our client's unique needs and priorities.
- **Our Candidates:** we are diligent in ensuring we identify the most diverse global talent pool and that we recruit the best people. We challenge our clients to regularly and actively engage with the broadest range of candidates.
- **Our Community:** we work with and support organizations whose mission, vision and values align with our core values and fundamental beliefs.

As members of the AESC, we are aligned with their values and principles on Diversity, Equity and Inclusion. For further information, please navigate to the AESC's Report on Diversity As A Business Imperative.