



## INCLUSION AND DIVERSITY AT BUPA

**At Bupa we strive to be an inclusive and diverse organisation that welcomes everyone of all beliefs, talents and backgrounds. We embrace our differences knowing that they make us stronger and help better reflect the needs of our customers and communities.**

This involves listening and acting on insight, creating safe and healthy workplaces, celebrating diversity and inclusion and creating inclusive cultures across our global operations.

Investing in health and wellbeing support for our people has and continues to be a key priority. Our global approach to mental health focuses on raising awareness, creating supportive workplaces, encouraging open conversations and providing access to support and care.

### **Our approach**

Our approach to inclusion and diversity is founded in our purpose and our [values](#). Inclusion and diversity are core to Bupa's [Strategic Framework](#) and our philosophy is based on inclusion for all. You can find a copy of our Board diversity policy [here](#).

Our Everyone's Welcome Pledge encapsulates our commitment to encourage our people to bring their whole selves to work. We know that this will make a difference to our customers, patients and residents.

Our Inclusion and Diversity strategy has three global pillars:

#### **Inclusive culture**

A culture where everyone can bring their whole selves to work and perform at their best.

#### **Inclusive leadership**

Our leaders create and enable high performing teams from diverse backgrounds.

#### **Inclusive practices**

We maintain policies and practices that reflect the culture of inclusion we are striving for.

## **The Bupa Code**

The [Bupa Code](#) helps our people understand what we expect, and make the right choices. It explains how we protect our customers, our colleagues, our partners and Bupa, now and in the future. It's a must-read and a must-follow document for everyone at Bupa.

## **UK Gender Pay Gap report**

At Bupa, we are committed to eliminating the Gender Pay Gap. This goes beyond improving the numbers. We have a range of initiatives that are supported globally and tailored locally by each of our businesses, all with the purpose of supporting people throughout their Bupa careers. You can read our 2019 Gender Pay Gap report [here](#).

We signed up to the Women in Finance Charter commitment in July 2018. The Charter reflects HM Treasury's aspiration to see gender balance across financial services. Since signing the Charter, we have continued to support female representation at senior levels, through our broader diversity and inclusion agenda. Our latest update is [here](#).

**For the latest news on inclusion and diversity at Bupa, visit us at:**

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