

sourceful

**DEIB policy**

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# Diversity, Equity, Inclusion & Belonging

## Purpose

The purpose of the Diversity, Equity, Inclusion & Belonging (DEIB) Policy is to explicitly lay out how Sourceful is taking the necessary steps to ensure that we are creating a work environment that is inclusive of our employees. To us that means:

- providing equal opportunity to all of our employees;
- providing an environment where our employees are able to fully express their authentic selves, both personally and professionally.

## Scope

This policy applies to all employees, whether contracted, temporary or permanent of Sourceful Ltd.



# Definitions of DEIB

## Diversity

At Sourceful, we look at diversity as everything that makes us unique. This can include our gender, age, cultural upbringing, nationality, ethnicity, cognitive abilities, sexual orientation, political and religious beliefs, and more. And it's through diversity that we build inspiring teams that can support each other to reach our shared objectives.

## Equity

Equity is understanding that everyone joins Sourceful with a different story and that each story is filled with barriers and privileges. It's also understanding that no one at Sourceful is above anyone, regardless of title or experience. We believe everyone deserves the chance to access the support and resources they need to shine. We're committed to taking active steps to reduce as many of these barriers as possible.

## Inclusion

Inclusion is a daily choice to behave in a way that ensures everyone feels welcome at Sourceful. These behaviours have helped shaped our culture into one where everyone feels safe to both share and receive feedback from their peers.

## Belonging

Finally, belonging is a state where you feel fully accepted for who you are. At work, this feeling helps us form positive relationships with others and feel comfortable sharing our authentic selves every day. This can only be achieved through actively cultivating an inclusive culture.



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# Our values

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# **Our values**

At Sourceful, we're driven by a set of values that have helped shaped the culture we have today. And we continue to incorporate these values into everything we do, from our approach to DEIB and internal initiatives to leadership development and our ongoing efforts to build on a culture we're proud of.

**Client Obsession**

**Energy Management**

**True Teamwork**

**Build for Impact**

**Embrace Learning**

# Client obsession

We know that empowering others is the only way to achieve our vision. And the starting point of this is obsessing over the unique needs of each client in our daily work. By doing this we can deliver solutions that make a measurable difference to their business and the planet.

## **DEIB and Client Obsession**

We strive to cultivate an environment where everyone is confident enough to challenge the status quo, strive for excellence and bring their own perspectives to the table.



# Energy management

At Sourceful we allow people to work when they work best — whether that's early in the morning or late at night. We still have regular hours to guide a team that works across 8 countries, but everyone is free to adapt and manage their own day.

## DEIB and Energy Management

We understand that different people have different commitments and schedules, based on family, religion, ability, and more. By empowering our team to manage their own day, we aim to give them the flexibility they need.



# True teamwork

Our way of working is highly integrated and inherently collaborative, always championing the idea that together we can achieve more. For every project, we bring together different perspectives and skills from across the company and combine them to achieve something exceptional.

## **DEIB and True Teamwork**

We encourage everyone to share their feedback and perspectives. We're respectful of each another and make sure to uplift each other to be the best version of ourselves.



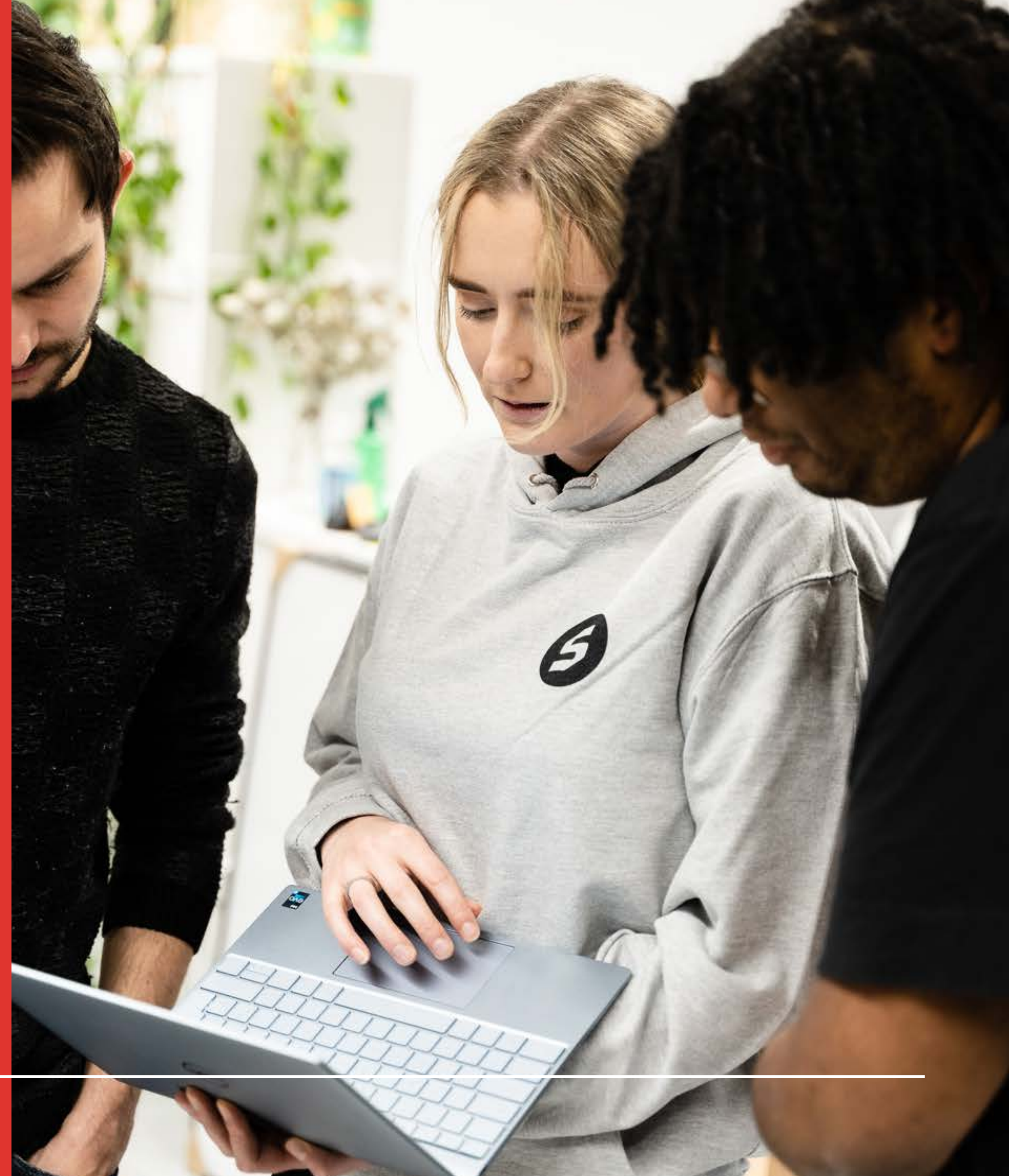


# Build for impact

Our vision is measured in decades and so our daily decisions must carefully consider the long term. As decisions compound over time, we prioritise happiness in the future over comfort in the present.

## DEIB and Building for impact

We believe that the best ideas are always the product of many minds and that they can come from anywhere and anyone.



# Embrace learning

Learning is how we overcome challenges as a team, develop as individuals and grow as a business. As such, we embrace learning at every opportunity through feedback and self-reflection, even if that means confronting on our weaknesses and mistakes.

## DEIB and Embracing learning

We continuously look to expand our knowledge of DEIB because we know our work is never finished.



# Our commitment

We exist to accelerate positive change for the planet. And part of that is building a company where everyone is welcome, heard, and valued — regardless of race, age, background, sexuality, ability, gender, or religious beliefs. We champion diversity and advocate for equal opportunity at every chance, and we strive to create a culture that our team can call home.

At Sourceful, we want everyone to feel that they can show up as their authentic selves without fear of judgment, ridicule or abuse. We believe this is an essential step to creating a place where people feel empowered to share their thoughts and opinions and are confident to explore new opportunities.



To create an environment where all of this can happen, we celebrate both our differences and our similarities. We consider DEIB in everything we do, from hiring and bias training to performance assessments and promotions. And with every new policy and initiative, we consider the breadth of circumstances within our team to make sure that everyone benefits, not just a few.

**Thank you**

A red, hand-drawn scribble that starts with a loop around the letter 'y' in 'you' and extends to the right with a long, thin tail.