



**YBS
GROUP**

Diversity
and Inclusion

CELEBRATING DIFFERENCE



Our Diversity & Inclusion ambition:

An inclusive environment where everyone can contribute towards the Group's success.

Trustworthy

Fairness
Keep our promises
Openness
Integrity

Customers at our heart

Consider our customers and communities
Be respectful



Passionate

Work as one team
Be enthusiastic
Be authentic

Personal

Communicate clearly
Recognise individuality
Celebrate difference

AWARENESS

Educate and inform

IDENTITY

Be yourself

INCLUSION

Work as one team



We are committed to fostering an inclusive environment where everyone can contribute to the Group's success. Building a balanced workforce that genuinely represents the best interests of our colleagues and customers. In order to deliver our commitments, we will:

Educate

Our colleagues and our partners to provide a wider understanding of diversity (individuality and difference), broaden colleague views and ultimately eliminate bias and discrimination.

Invest

In an environment where all colleagues can develop to their full potential, where each individual is treated fairly and valued for their unique contribution.

Create

A working environment that values individuality and difference and fosters an inclusive workplace culture, where we will remove silos and champion collaboration.

FOR COLLEAGUES

Diversity

We value fairness and equality, a personal employer that encourages you to bring your 'whole' self to work which will enhance the people experience for everyone.

Inclusion

We recognise, respect and appreciate colleagues. Creating an environment where we all work collaboratively with individuals who have different experiences, points of view and ideas.

FOR CUSTOMERS

Diversity

We understand that all our customers have different life situations and as such have different requirements.

Inclusion

We aim to provide our customers with the best level of service we possibly can by understanding their requirements and asking what they need.

FOR YOU

Diversity

We all want to work somewhere where our ideas and opinions are heard. At YBS Group, we want to acknowledge, understand and respect our differences.

Inclusion

The Group wants to know about you, the community you live in and how we can work together to create an inclusive YBSG!

Nicola Hosty

Diversity and Inclusion Manager

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