

# Wood Mackenzie Statement on Inclusion, Diversity, Belonging (IDB) – Our Commitment to an Equitable Culture

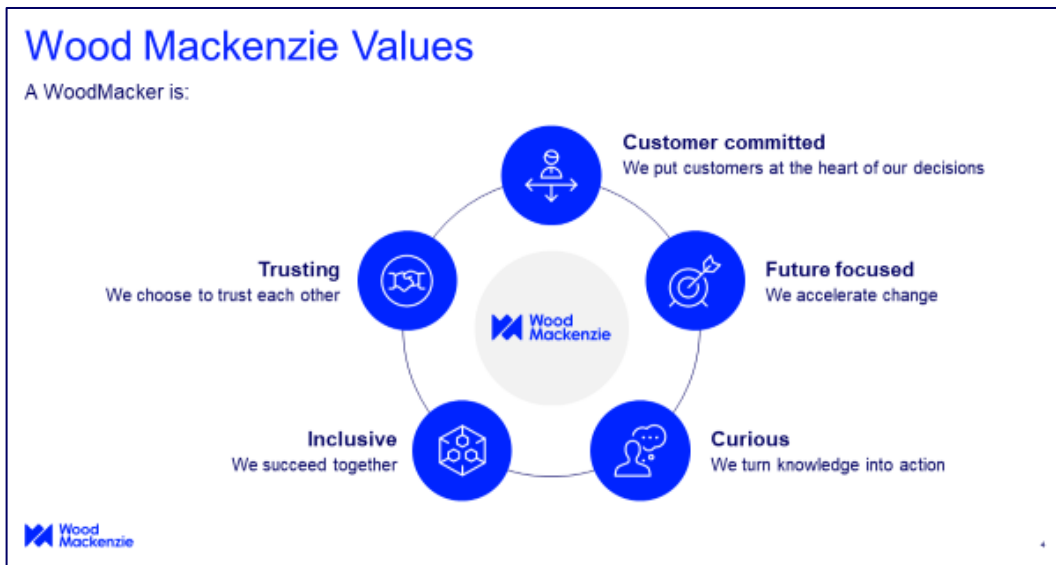
May 2024

## Our Commitment

This Statement on Inclusion, Diversity, and Belonging complies with [Wood Mackenzie 's Code of Business Conduct and Ethics](#) and is fully supported by Wood Mackenzie's Global Executive Team.

We are committed to providing a workplace that represents our global society, where multiple perspectives are valued as a driver of innovation and excellence. Our norms, practices, and policies are in place to ensure identity is not predictive of opportunities or workplace outcomes.

We have an inclusive culture where everyone's uniqueness is valued, fostering a strong sense of belonging.



Our Thrive Program is our commitment to a culture of inclusion, support, and engagement that encourages and celebrates the diverse voices of our employees and builds deep, lasting connections with the customers and communities we serve. We hold ourselves accountable to act with intention, purpose, and authenticity and to take meaningful action in support of this commitment.

- Currently, over 100 people volunteer their time as Inclusion, Diversity & Belonging Advocates, or members of our working groups (Accessibility, Ethnicity, Gender, PRIDE) and Thrive is open to all employees to participate in.

- Accessibility, Gender, Ethnicity and PRIDE Working Groups, elevate the level of discussion and provide support to our employees.

We fully embrace and encourage the full range of differences in our people including, but not limited to, differences in race, ethnicity, national origin, gender, age, family or marital status, gender identity or expression, physical and mental ability, religion, sexual orientation, socio-economic status, veteran status, and all other characteristics that make our employees unique.

We stand against any form of discrimination at Wood Mackenzie, whether at candidacy, during tenure or upon leaving our company.

We have a collective responsibility to develop and sustain a culture built on the premise of Inclusion, Diversity and Belonging, that values and embraces our differences, ensuring equal opportunity to, and equitable treatment of all.

This encourages, enforces and promotes:

- Accountability around our IDB progress
- Cross-cultural capabilities to instill a global mindset.
- Contributions to the communities we serve through greater understanding and respect for the full range of differences in our global workforce and the demands of the global markets we serve.
- Sustainable principles which urge us to approach work through [Wood Mackenzie's key values](#): to trust, be inclusive, customer centric, future focused, and curious.

We, the Global Executive are committed to driving the strategy, policies and accountability to support and sustain a diverse global workforce, equitable processes and a true sense of inclusion and belonging. Leadership efforts are geared to ensuring everyone feels valued and heard, as we are a company truly Powered by people.

**Jason Liu**  
**CEO**  
**Wood Mackenzie**