

## Anti-Racism Statement

Prospectus is committed to being an anti-racist organisation. The promotion of equality, diversity and inclusion has always been a key component of Prospectus' core values, but we recognise we must be proactive and consciously work at being a truly anti-racist organisation. To us this means not just refraining from acting in a racially discriminatory way but actively taking steps to confront and remedy the effects of existing and systemic racism in all its forms within our organisation and in our work with our employees, clients, candidates and temporary workers. This is something we are fully committed to.

We are committed to creating and maintaining a work environment in which employees, candidates and clients from all backgrounds interact, collaborate and work free from prejudice, discrimination, and marginalisation. We are committed to continual listening, learning, developing and understanding to break down barriers and achieve and monitor sustainable and effective change. As an organisation we must challenge ourselves in our journey to true anti-racism.

We are committed to ensuring that Prospectus is an anti-racist environment for all and to that end signed up to the commitments of the [Race at Work charter](#) a few years ago. We also have active, employee-led EDI Working Groups with a senior executive sponsor from our Leadership team.

Our current internal ethnicity statistics across different seniority levels at Prospectus are available [here](#). It's important that we can analyse the data in this way to ensure that we are encouraging, supporting and developing diverse members of staff and to work towards ensuring all levels of the company are representative. In particular, we're keen to use data to support increased diversity in our senior leadership and management groups across the company.

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