

# Inclusion Statement

## Unispace Group

### Overview

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**“Unispace blends the perspectives of colleagues around the globe, working with progressive clients in some of the world’s most diverse and creative cities. We have an up-front view, from which we see how dynamic environments allow people to appreciate and welcome difference. Through our work for clients and our community of colleagues, we strive for our teams to be equipped with tools and confidence to act and lead inclusively.”**

#### – Charlotte Sword, Group Chief People Officer

Unispace Group is a diverse community of more than 800 thinkers, creators and innovators spanning 28 countries worldwide. Our passion for people fuels our mission to create spaces that spark brilliance in those who use them. Together, as one team, we craft experiences that foster connections, cultivate belonging, and drive success for some of the world's most impactful organizations.

We believe embedding inclusive principles in everything we do is both a privilege and a responsibility. We are dedicated to driving transformative change within our organization, in our industry, with our clients and in the communities where we operate. Our focus is creating an environment where our teams understand, respect and embrace inclusion and one in which our people feel valued and empowered.

Furthermore, we recognize the immense impact we can achieve by partnering directly with our clients, helping them identify and attain their Diversity, Equity, Inclusion and Belonging (DEIB) goals. Through our unified approach to strategy, design, and construction, we are uniquely positioned to help our clients convey their stories, embody their brands and drive cultural change through physical spaces and immersive experiences.

### Inclusive hiring and culture

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Unispace is an equal-opportunity employer focused on recruiting, hiring, developing, and advancing the best candidate for every role. We are committed to providing a work environment free of discrimination—whether explicit or implicit— based on race, nationality, gender, gender identity, gender expression, age, disability, religious belief, sexual orientation, marital status, familial status or economic status.

- We believe in cultivating an inclusive workplace where individual perspectives, identities, backgrounds, and experiences are valued; one where we are united towards our shared goals.
- We're on a journey as an organization, but also recognize that our people are on their own professional and personal journeys too.
- We strive to know and understand the diverse characteristics of our people, and how we can meet their needs and the needs of our business.
- We proactively and regularly review our policies and benefits to understand how they compare to the market, and how we can implement more flexible, fair and inclusive compensation and benefits strategies.
- We are focused on taking action.

### Industry commitment

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Everyone has a history and the power to shape their future. As we continue our journey of inclusion at Unispace, we remain humbled by the significant progress of our industry peers and beyond. We are committed to supporting their work and recognize that we are more successful when we work together.

Our Group Chief People Officer, Charlotte Sword, is a proud signatory of the CEO Action for Diversity and Inclusion. Charlotte joins over 2,500 CEOs across 85+ industries who are driven by the belief that meaningful collaboration can lead

to lasting change. With businesses anchored in almost every community, we have the opportunity— and responsibility— to play a significant role in accelerating progress on some of the most pressing issues of our time.

As a member of CEO Action for Diversity and Inclusion, we agree to the following:

- Cultivate environments that support open dialogue on complex— and often difficult—conversations around inclusion
- Establish, maintain and support Employee Resource Groups
- Continue to build and grow our Supplier Diversity Program
- Implement and expand training to promote inclusion and address unconscious bias
- Share most effective inclusion programs/initiatives — as well as those that have been unsuccessful

## Embedding Inclusion in our business

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### Our Five Pillar Plan

#### Workforce

Attracting and retaining the best talent who shares our vision and purpose. We strive to have a workforce that mirrors the diverse communities we are part of. We aim to provide an environment where they feel acknowledged, heard, valued, and empowered to excel in their roles and on their teams.

We believe in creating a more equitable workplace for everyone. This involves integrating various training, processes, and best practices. Key initiatives include unconscious bias and psychological safety training, an ID survey and career development programs. We understand that family leave, access to health and wellness services, flexible working, etc. are critical considerations for our people.

#### Workplace

Inclusive principles should be embedded into everything we do. From our day-to-day operations to leadership opportunities to community building and client projects, we are actively shaping our workplace and positively influencing workplace culture around the globe.

Just as we consider our clients' stories while crafting their spaces, we also hold our teams' stories in high regard. Our Employee Resource Groups (ERGs) allow employees to listen, engage, connect, organize and lead.

- Women@Unispace (W@U)
- Parents & Caregivers@Unispace (PAC@U)

#### Supplier diversity

We have implemented the Unispace Partner Portal (UPP), our vendor onboarding and management platform which enables efficiency, risk mitigation, compliance and other critical alignments on behalf of our business, our vendors, our suppliers and our clients.

#### Community engagement

We are eager to collaborate with our local and global communities to build and grow meaningful relationships that will drive positive impact.

We must always lead with curiosity to better understand the concerns and passions of our people. That understanding will allow us to use our position, our power and our resources to better serve the unique needs and goals of community organizations

#### Industry peer-to-peer, client ecosystem

Thought partnership is essential and we actively collaborate with clients, partners, and industry peers to drive important conversations and the progress we envision. We are committed to sharing what we know and learning what we don't.

Across the Unispace Group, we are proud to continue our journey toward a more diverse, equitable and inclusive future. Together, we can build a future of work where everyone belongs, by design.