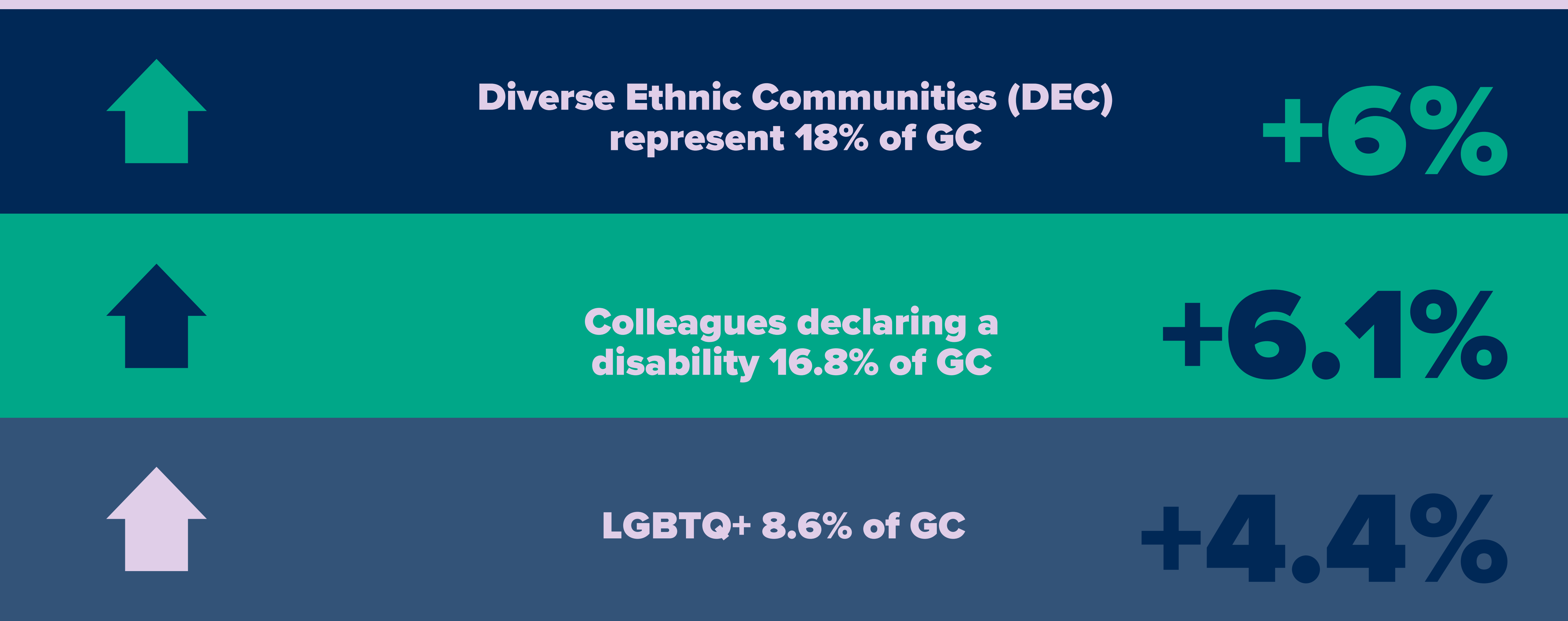


In 2020 we committed to sharing the diversity data of the Growth Company annually. We acknowledge and value the need to be reflective of the diversity of the communities we work in, and how this benefits our organisation and ultimately the services we provide.

Diversity Profile Introduction to the report:

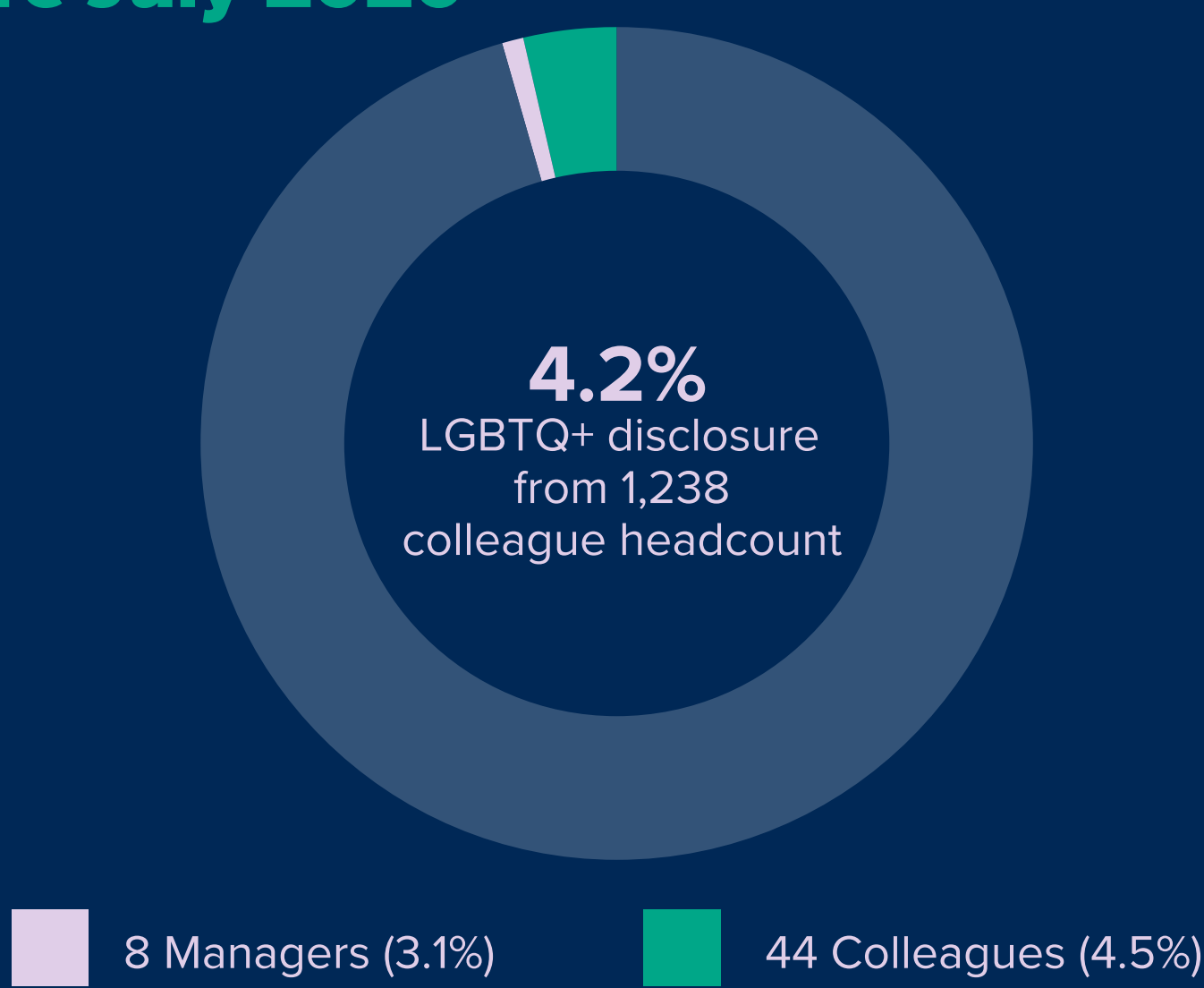
We continue to improve our diversity profile from 2020-2024
2020 was the first year we reported on our diversity data. We are pleased to report significant improvements across all areas of diversity within GC, and this is whilst our headcount has fluctuated from c1,200 colleagues to over c1,600 to date.
Please note that the statistics within the report are based on disclosed data only.



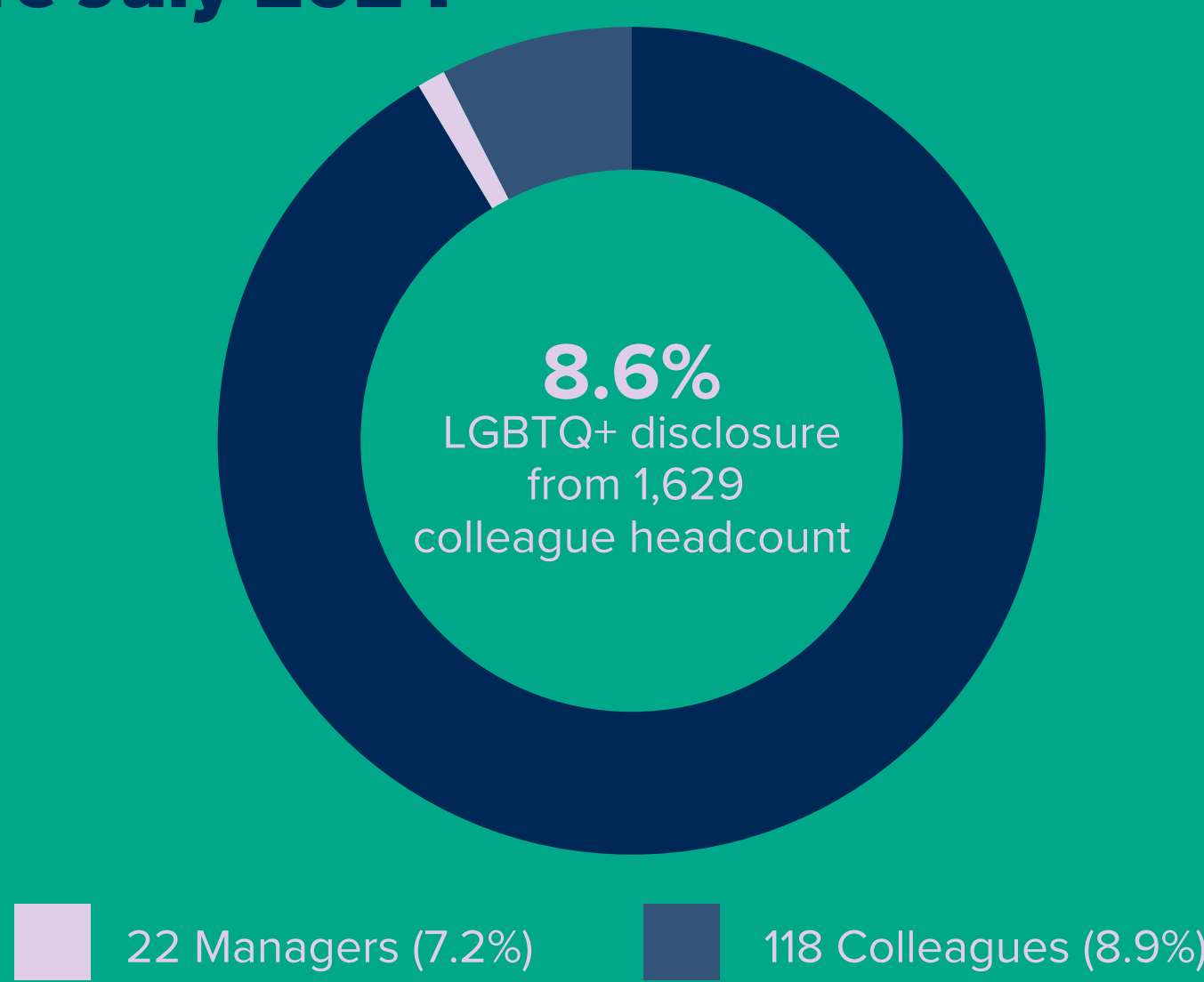
Ethnicity



Disclosure July 2020



Disclosure July 2024



88

More colleagues have disclosed they are LGBTQ+ since 2020.

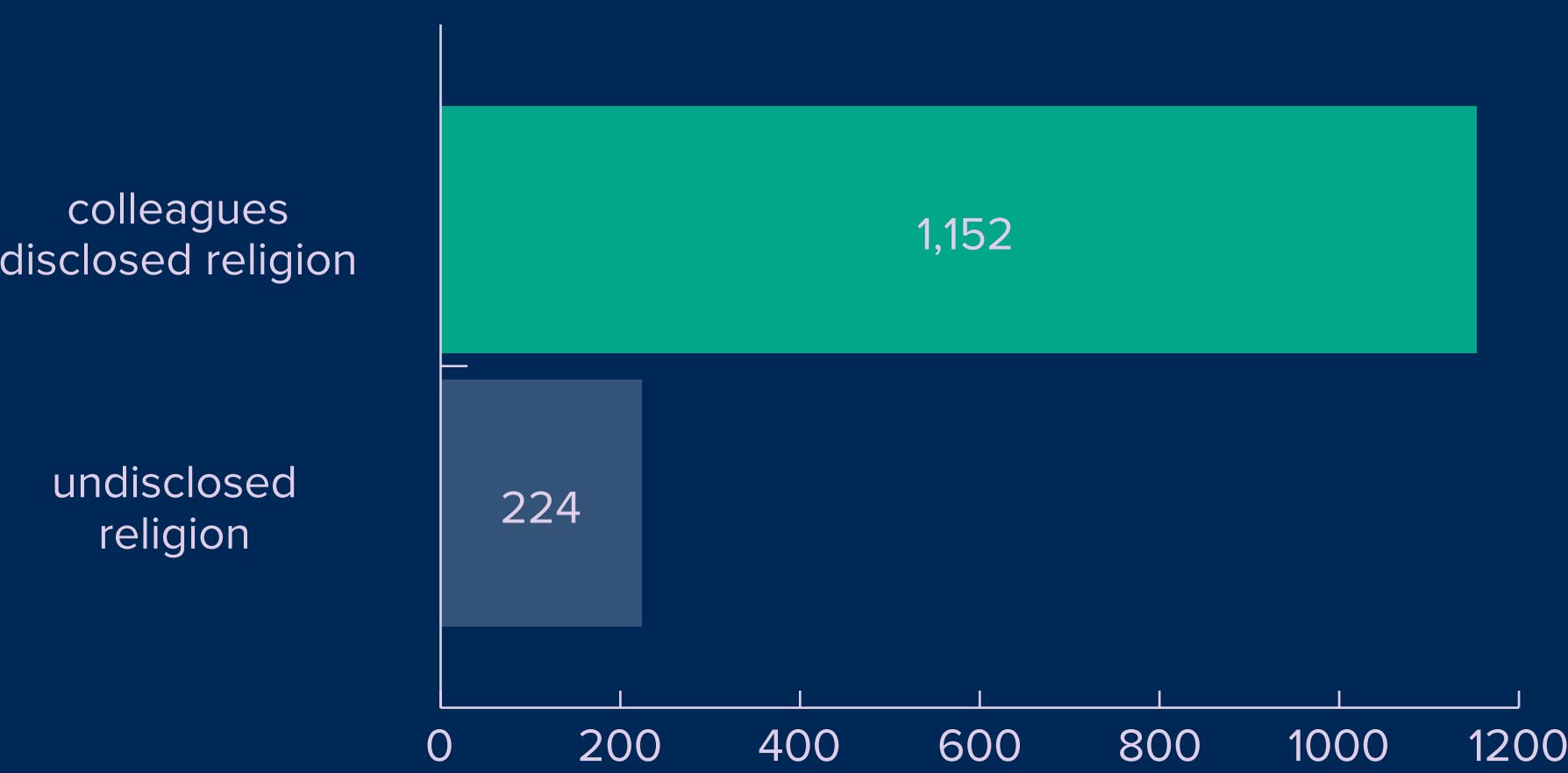


22 Managers 134 Colleagues

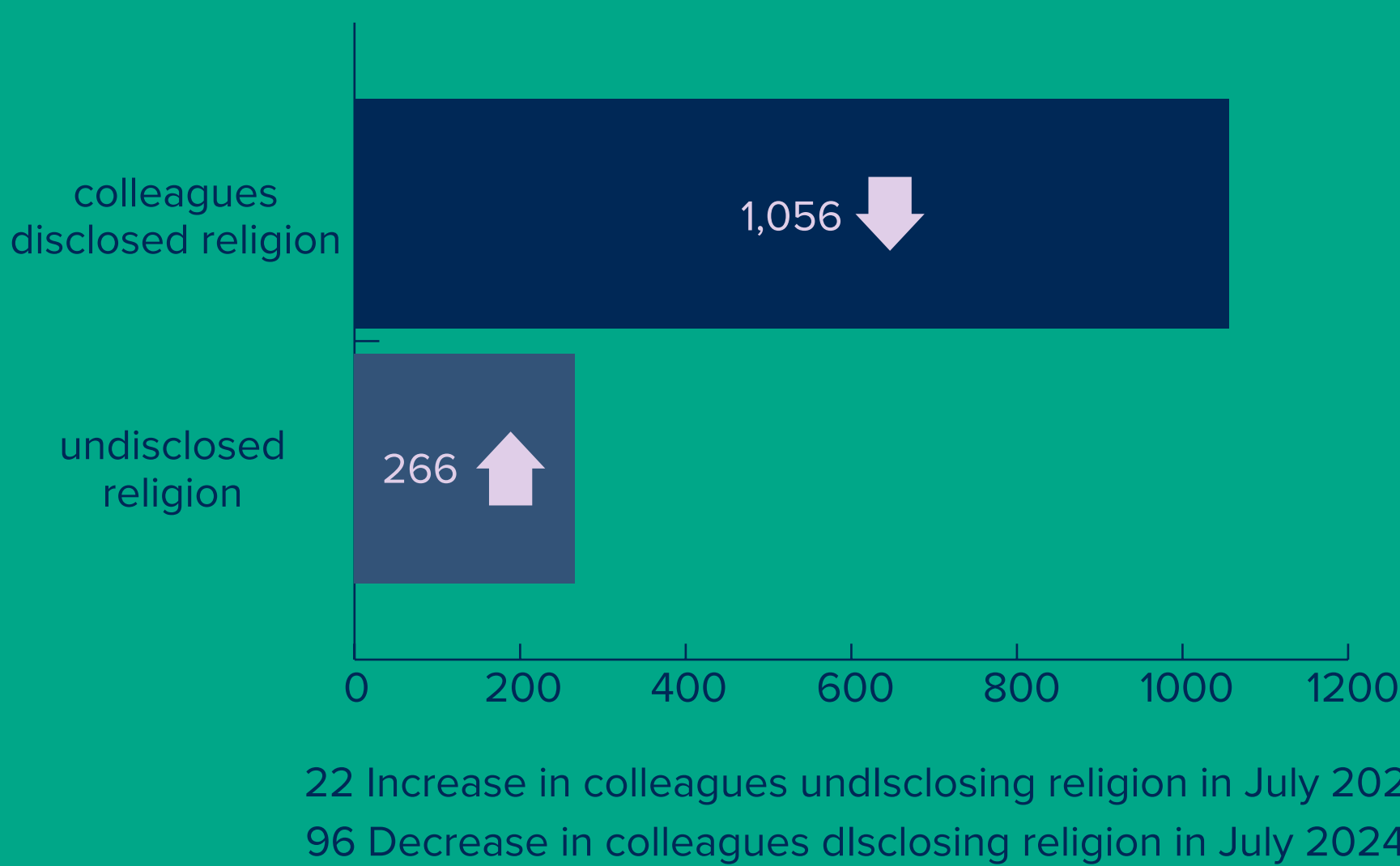
Religion

This is the second year we are reporting on religion data and our data has remained constant over the past 2 years.

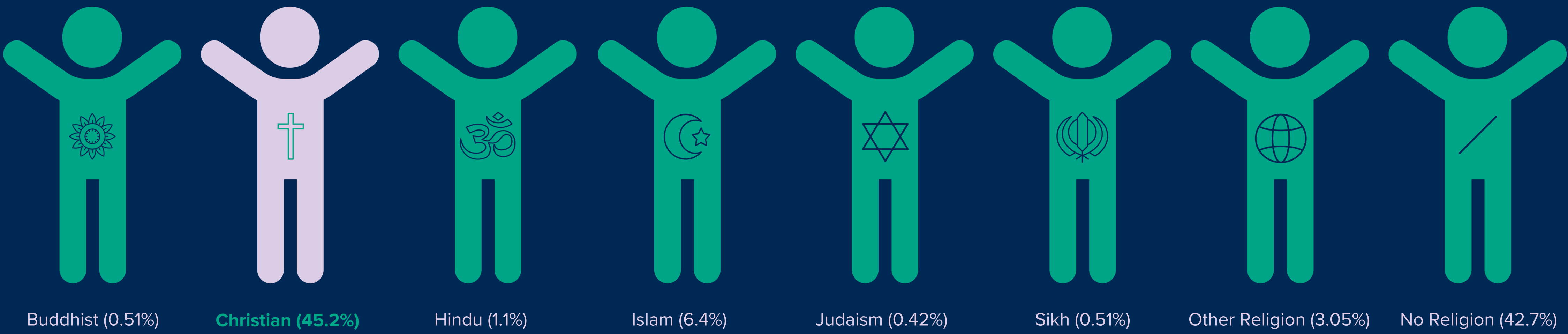
Religion disclosure July 2023



Religion disclosure July 2024



July 2023



July 2024

