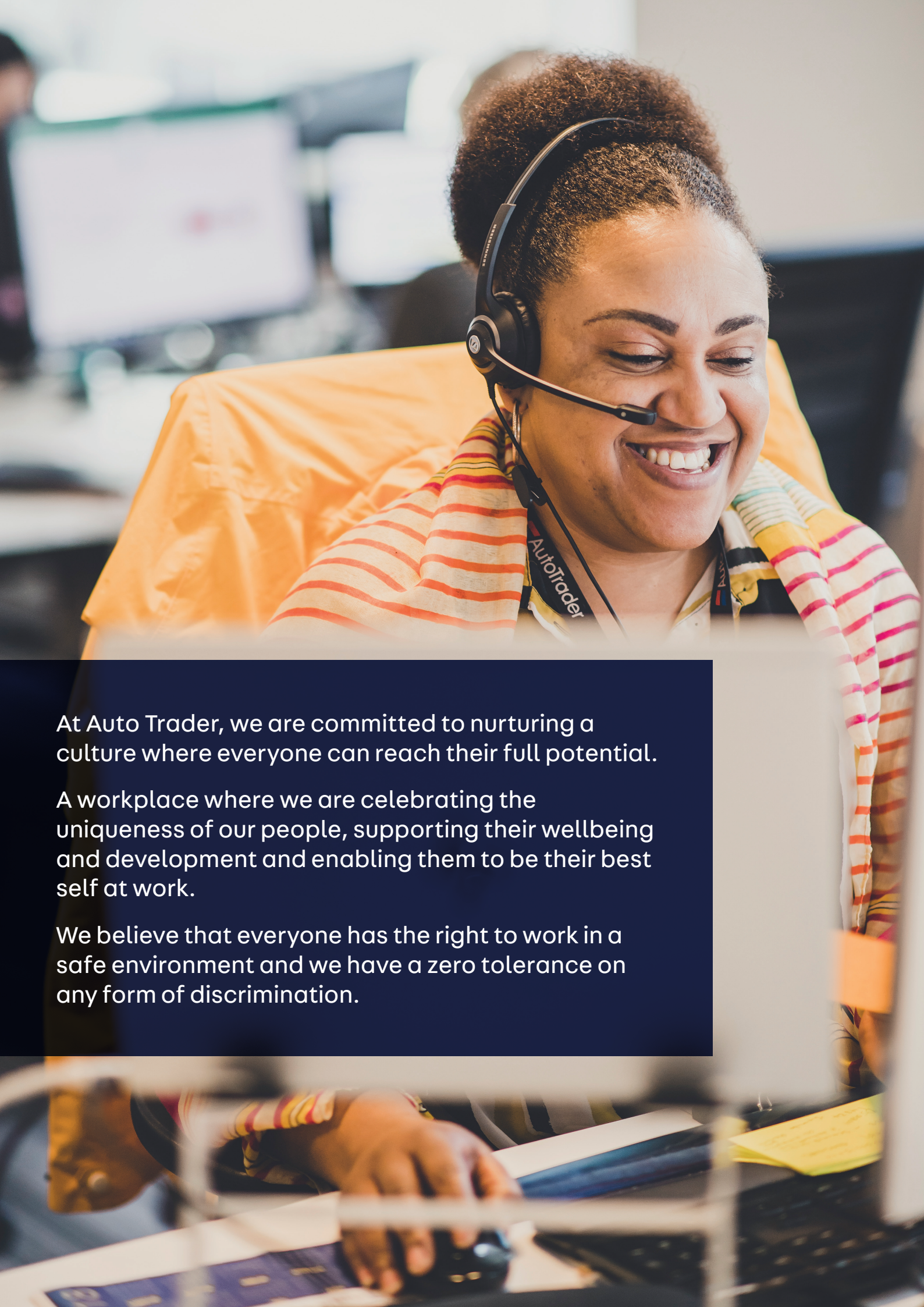




Diversity and Inclusion at Auto Trader



At Auto Trader, we are committed to nurturing a culture where everyone can reach their full potential.

A workplace where we are celebrating the uniqueness of our people, supporting their wellbeing and development and enabling them to be their best self at work.

We believe that everyone has the right to work in a safe environment and we have a zero tolerance on any form of discrimination.

Diversity and Inclusion at Auto Trader

Diversity

Diversity is any dimension that can be used to differentiate groups and individuals from one another.

For everyone at Auto Trader it means respect for and appreciation of differences in sex, gender, age, sexual orientation, disability, race & ethnic origin, religion & faith, marital status, social, educational background and way of thinking.

Inclusion

Inclusion is a state of being valued, respected and supported for who you are.

Our overall Diversity and Inclusion strategy consists of two elements, our vision and our commitments.

Our vision;

- Our Diversity and Inclusion vision is to nurture our inclusive culture and enrich our workforce with diverse individuals who collaborate for the benefit of our business, industries and communities

Our strategic commitments;

- Have a representative workforce of the communities we operate in with a focus on Women, Race and Ethnicity, LGBT+, Disability & Neurodiversity, Age and Social Mobility across all levels of our business
- Create an environment where everyone feels included with high levels of engagement especially across the different diversity focus areas

What we do;

- When it comes to recruitment, our strategy has diversity at its core. Our approach is based on evidence as opposed to assumption, meaning that any biases we may have can be mitigated
- We partner with external organisations to ensure that our offices are inclusive environments for both our employees and external guests. We have created spaces for all individuals to come to work and feel comfortable in the environment they are in. Our approach is very much based on understanding and catering to individual's needs
- We are committed to driving meaningful change in our organisation which is why we deem it important to publish our gender pay gap, as well as our ethnicity pay gap. The results from this year's gender and ethnicity pay gap can be found [here](#)
- We have developed our Inclusive Culture Programme series which includes our "One Auto Trader" that everyone at our organisation has attended to explore how they can contribute to our culture of inclusion. The series also includes our "Inclusive Leadership Programme" for all leaders and our "Diverse Talent Accelerator" for our colleagues at mid-career level

- We have active Employee Networks that are committed to continuously improving our employee experience and evolving our inclusive working environment
- We have a zero tolerance of bullying and harassment, victimisation and discrimination. We have robust processes in place to address any concerns of such behaviour

What we expect from our Auto Trader community;

- We have a culture of tolerance, inclusion and diversity and expect everyone's behaviour to be reflective of our culture
- We expect that everyone treats each other how they want to be treated
- Our Auto Trader employees are accountable for their own behaviour. We are all ambassadors of Auto Trader and the values we stand for
- Everyone at Auto Trader should attend our Diversity & Inclusion training and actively get involved in the conversation

 **AutoTrader**