

PEOPLE

DIVERSITY & INCLUSION

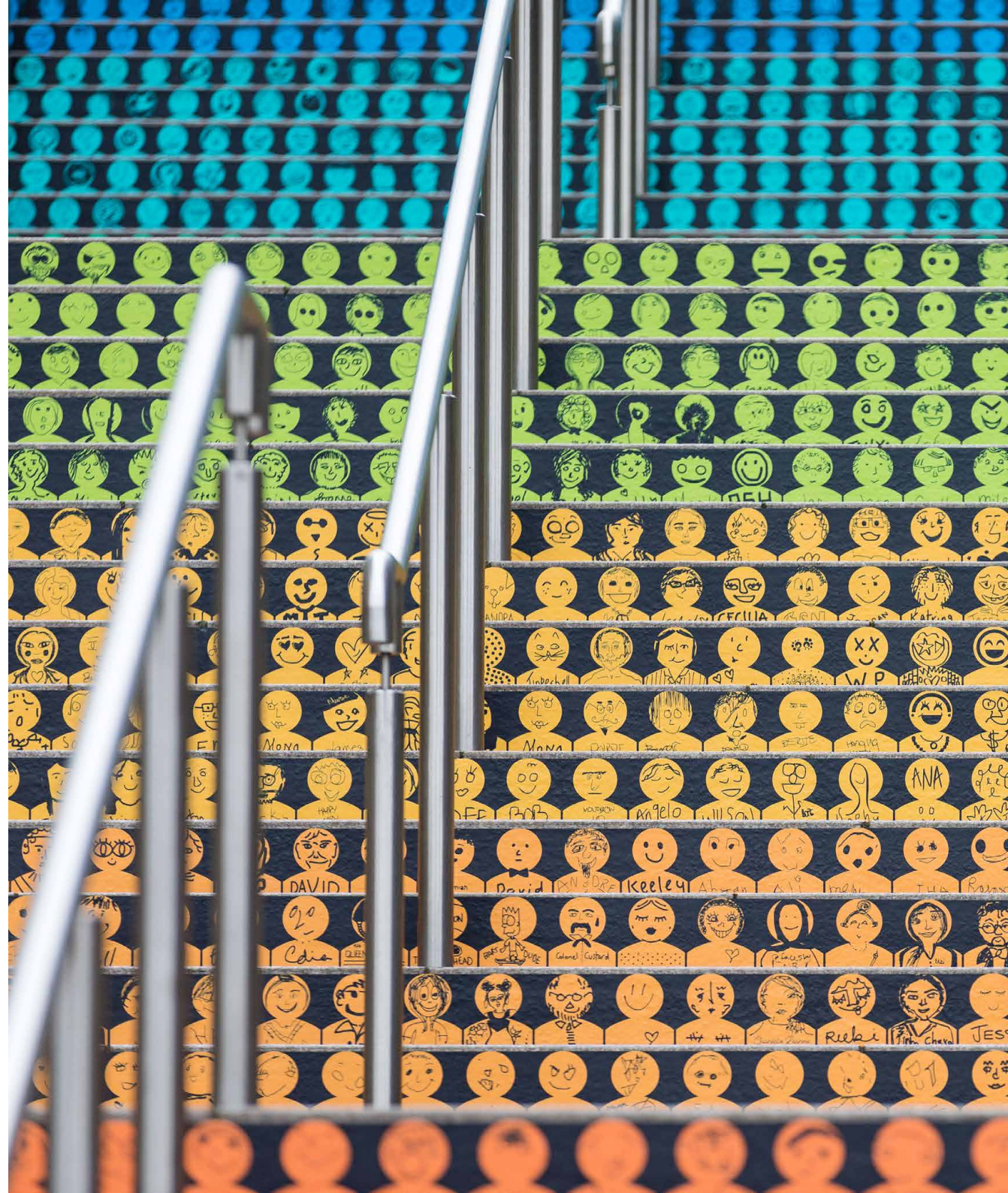
OUR OBJECTIVES

Research has shown that a diverse and inclusive workplace can result in higher revenue growth, a greater readiness to innovate, an increased ability to recruit a diverse talent pool, and significantly higher employee retention rates.

We believe that by employing and engaging with people from different backgrounds - and by learning from their lived experiences - we are better placed to create more inclusive places.

DIVERSITY & INCLUSION

Objectives: To improve diversity in all its forms across our business and operations, addressing potential biases and barriers to entrance and progression in the professions and sectors in which we operate; and ensuring that the contributions, presence and perspectives of all our employees are valued and used to inform our business decisions, allowing us to create places where everybody feels like they belong.



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We want to foster environments where people feel free to share their ideas and opinions, knowing that their input is acknowledged and valued.

ONE QUINTAIN

Our culture is welcoming to all. We function as one company, whether you work in our central London Office, Dublin or Wembley Park, creating a sense of belonging for every employee. Our 'One Quintain' ambition is the driving force behind our brand, values and culture.

Quintain aims to be a people-first company, that values its staff and respects their diversity.

We do this because we believe that people who feel included and listened to are happier, more productive, and stay longer; and ultimately our inclusive culture will drive our business performance.

Our values are Creative, People-first, Pioneering, Sustainable and Proud and the associated behaviours foster a sense of respect, awareness and belonging.

Our diversity and inclusion aims are four-fold:

- To build a One Quintain culture, built on our shared values to unify all teams across all levels in the business.
- To create an inclusive workplace culture where everyone is treated fairly, with equal access to opportunities, training and resources, and the opportunity to be heard and to share their experiences.
- To celebrate and build a greater understanding of Quintain's diversity and the benefits to be gained from increased diversity and inclusion.

- To acknowledge that improved business performance is achieved by greater inclusivity and belonging, where employees feel more connected, valued, integrated, less siloed and with the opportunity to grow and realise their potential.

WHAT WE ACHIEVED IN 2021

We embarked on a new journey together as a firm that built a stronger team underpinned by our values and behaviours.

We appointed an external advisor on diversity and inclusion to facilitate the company's next steps on this journey and we started by asking, through a company-wide communication, for employee volunteers to participate in a consultation exercise to share their lived experiences and opinions on what we do well and where they believe we can improve.

42 members of staff joined these focus groups: we have listened, acknowledged staff opinion and defined our aims and proposed approach based on these conversations.

Formed in July 2021, our Equality, Diversity and Inclusion Steering Group is chaired by our Chief Executive and is formed off a diverse range of representatives from across the business, whose role is to lead on the creation and implementation of Quintain's EDI strategy and ensure it is aligned to our overall business strategy.

In addition to this group, we have formed three focused networks:

1. Gender Equality Network
2. Culture Club
3. Pride Alliance

A. Breakdown of Employees by Role, Gender & Age

	2020					2021				
	Total	Average	Male	% Male	Female	Total	Average	Male	% Male	Female
		Age	N°		N°		Age	No		N°
Exec Directors	2	50	2	100%	0	2	51	2	100%	0
Non-exec Directors	7	55	7	100%	0	6	53	6	100%	0
Board of Directors	9	54	9	100%	0	8	52	8	100%	0
Operational Board	13	48	8	62%	5	11	49	6	55%	5
Senior Managers	16	47	11	69%	5	20	45	12	60%	8
Senior Professionals	29	47	19	66%	10	31	47	18	58%	13
All other staff	152	36	70	46%	82	159	36	79	50%	80
All staff total (incl Board)	190	39	98	52%	92	198	45	105	53%	93
Age Distribution (incl. Board)										
Under age 30 (0-29)	33	16.67%								
Age 30 to 50	137	69.19%								
Over age 50 (51+)	28	14.14%								
TOTAL	198	100%								

EXPLANATORY NOTES: Due to changes in our corporate structure, there is a minor change in how these categories are defined; 2014/15 data has been restated to align with our new reporting structure. All data above is calculated as at 31 December 2021.

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DIVERSITY & INCLUSION STEERING GROUP

LAURA ASHBY

Skills Manager
(Co-Chair of Gender Equality Network)



MARY KELLY-MANNION

Director of Cost Management
and Procurement



ASH PATEL

Community Engagement Manager



ROXANNE CHARLES

Receptionist/Project Administrator
(Chair of Culture Club Network)



REENA MAISURIA

Defects Resolution Manager
(Co-Chair of Gender Equality Network)



JAMES SAUNDERS

Chief Executive
(Chair of Steering Group)



CLAIR DALY

Head of People,
Quintain Ireland



KATHRYN MCCONNELL

HR Director



RAJESH SHAH

Executive Commercial Director



JENNIE FOJTIK

Head of Mobilisation



GRACE OYESORO

Operations Manager



JULIAN TOLLAST

Head of Masterplanning & Design



CLAUDIO GIAMBRONE

Head of Marketing
(Chair of Pride Alliance)



HARRIET PASK

Director of Corporate Communication



JACQUI WILLIS

Assistant Company Secretary



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CELEBRATING DIVERSITY & PROMOTING INCLUSION AT WEMBLEY PARK

We support the need to create a more joined-up approach and a shared understanding of the importance of different achievements and stories in public spaces, and we are watching closely the progress of the Commission for Diversity in the Public Realm, set up by London Mayor Sadiq Khan in 2020.

The London Borough of Brent is one of the UK's most culturally diverse areas, with two-thirds of the population from black, Asian and minority ethnic groups and one of the largest Irish populations in the country. It is thought that 149 different languages are spoken and in one in five households, English is not the first language. We are mindful of the role we play in ensuring that Wembley Park serves all local residents; when reflecting on Wembley Park as a successful neighbourhood, Mohammed Butt, Leader of Brent Council said that you "get a sense of the positive melting pot of communities all working and living together" and this is what we strive to deliver - a neighbourhood that is inclusive, accessible, and fosters a genuine sense of community, connecting to the diverse wider locality.

Our Cultural Placemaking Strategy ensures that we commission and procure art that reflects the diversity of the area and provides a platform for local artists. Our busking programme ensures musicians are paid fairly for their work, and Second Floor Studios offers low cost workspaces for artists.

Wembley Park hosts diverse independent retailers, and the food offering across the estate provides a wide range of tastes reflecting the different backgrounds and cultures of our tenants.

Our year-round event programme has profiled local heroes, raised awareness of mental health matters, celebrated Pride and has included installations co-created with members of the community. We celebrate Black History Month with a programme of relevant talks, films and activities; and a wide range of holy days and festivals are acknowledged and celebrated across the public realm.

Local people are invited to shape their own programming at our community centre, The Yellow, where we provide space and support to allow the community to determine and meet local needs, resulting in the provision of support groups for men and women, English classes for speakers of other languages, clubs for pensioners and creative outlets such as our regular Open Mic and the Brent Fashion Show. Coffee meetups, resident meetings and cooking clubs are organised so that new and existing residents get the opportunity to meet one another, make new connections and learn from one another. 2021 events supported various religions and beliefs and in the latter months of the year celebration events were held for Diwali and Christmas.

In 2021 our chosen theme for our Winterfest event was 'United in Light' this was also the name for our Outdoor Gallery this same year. Curated to reflect the power of people pulling together, the photo exhibition displayed 16 uplifting and vibrant scenes of togetherness, tenderness, and intimacy.

The themes across many of our pieces in our art trail for 2021 were united to reflect our emergence from Covid-19 restrictions. Unity, Light, Power, Celebration, Reunion and Reflection were powerful words used for the titles of many of the pieces.

ACCESS FOR ALL

Great care is taken to make the pedestrianised thoroughfares of Wembley Park accessible to those with mobility issues, ensuring that everybody can access and enjoy the public realm on offer. At the end of 2020, our Olympic Steps project came into fruition after a decade of planning, improving accessibility to Wembley Stadium by replacing the pedway with the new Olympic Steps. The steep gradient of the pedway was a challenge for encumbered spectators, causing difficulty for those with mobility and visual impairments, the ambulant disabled, as well as those with pushchairs. The Olympic Steps were designed after consultation with Level Playing Field, an organisation that promotes a positive, inclusive experience for disabled sports fans, and along with the introduction of four new lifts from ground level to the Wembley Stadium concourse, provides better access for those with accessibility difficulties. For further details of our community programmes, refer to the Local Communities section of this report. For further details on our Cultural Placemaking Strategy and involvement in Brent London Borough of Culture, refer to the Public Realm & Placemaking section of this report.

