

EQUALITY & DIVERSITY (CONFERENCES & EVENTS)

This note is prepared in addition to the current PRI Diversity policy statement, which embeds equality, diversity and inclusion as core values of the PRI. The Policy Statement sets out the PRI's commitment to respecting the rights of employees to fair work and pay. It further elaborates the benefits of a diverse workforce, including the value of bringing different perspectives, knowledge and life experience to bear. We believe it is also important for the PRI to uphold these values of equality, diversity and inclusion through its external communications, such as events.

STATEMENT OF INTENT

There is a need for equality of opportunity between men and women, as well as between individuals of all races and backgrounds. The PRI recognises the inherent value in bringing a wider range of perspectives to debates around responsible investment, and encourages progress on equality. As a prominent voice in the industry, we believe that by demonstrating our commitment to these values, we can contribute towards reducing inequalities in the industry as a whole.

For these reasons:

- We will actively encourage diversity of gender, race and other characteristics among speakers at PRI-led events.
- We are committed to including female representatives on any panels that we are responsible for organising. For PRI-led events, the PRI staff member responsible for the session content is expected to ensure compliance with this policy.
- Where the PRI is approached by the industry to speak on a panel, PRI male staff members will not be able to participate in sessions where the moderator and panellists do not include a female. For non-PRI events, the line manager authorising the speaking role is expected to ensure compliance with this policy.
- Where we are co-hosting an event with a signatory, stakeholder or industry partner we will work collaboratively to include diverse representatives on any panels. We hope to encourage others to adopt this policy across the industry, and are aware that many organisations have already done so.
- We will monitor and record gender balance in all our events.

MONITORING

A member of the Events team will be nominated to act as an equality champion for PRI events, and will keep a record of the gender split of speakers at each event the PRI runs. Along with the Equality, Diversity and Inclusion Policy statement we will review the Equality & Diversity Policy (Conferences & Events) at least every two years. The policy will be posted on the company intranet and is required reading for all employees, contractors and consultants.

If you have any questions regarding this policy, please communicate these to: events@unpri.org

Version No.	Approved by	Owner	Approved by date	Date last updated	Review date	Review frequency	Next review date
1.0	Chief Operating Officer	Director of Events	March 2021	March 2021	March 2021	Every two years	March 2023