

Diversity, Equity, and Inclusion Policy Statement

Boots, the UK's leading health and beauty retailer, recognises the significant impact diversity, equity and inclusion have on our overall business strategy.

We leverage the diverse experiences and perspectives of our workforce to serve our customers and patients and to drive superior business performance. We also believe in equal opportunity and our team members must treat one another with courtesy, dignity, and respect, regardless of race, sex, pregnancy and maternity, age, gender reassignment, disability, marriage or civil partnership, sexual orientation, religion or belief, or any other protected status. Our vision is to keep diversity, equity, and inclusion at the center of everything we do, by:

- Promoting and maintaining a culture of integrity, equitable treatment, dignity and mutual respect
- Recruiting, retaining, and developing a high performing and engaged workforce with diverse backgrounds, abilities, perspectives and beliefs
- Driving diversity, equity and inclusion objectives building a culture of innovation through inclusion, openness and valuing differences
- Prioritising accessible work environments and providing equal opportunities for all
- Building valued partnerships with external organisations to advance our diversity, equity, and inclusion efforts

Boots and No7 Beauty Company employees, customers, patients, suppliers, and partners reflect many diverse cultures and values. Fostering an inclusive work environment positions us to leverage different ways of thinking and working to be successful. Any specific employment legislation is included in the relevant local internal policies.