

Equal Opportunities, Diversity and Inclusion

Equal Opportunities, Diversity and Inclusion (EDI) are important to Janus Henderson. We know that having a diverse and inclusive workplace will support our strategic vision of growth and globalisation. Employing individuals with wider perspectives and from a broader skills base will lead to a more dynamic, innovative, responsive organisation in touch with changes and developments in our working environment.

EDI has a positive impact on our ability to attract and retain the best talent by creating a culture that values difference and embraces diversity of thought that comes from attracting and retaining employees from many different backgrounds. We aim to foster an inclusive culture that develops and promotes employees based on their capabilities and does not tolerate any form of discrimination, bullying or harassment.

Equal opportunities

It is our policy to ensure equal treatment to employees, and prospective employees, and that every individual is treated fairly and with dignity and respect.

Janus Henderson does not permit unlawful discrimination of any kind against any person, to include, but not limited to, discrimination on the grounds of:

- Age;
- Disability;
- Gender;
- Gender reassignment;
- Marital status;
- Pregnancy and maternity;
- Race, Nationality or ethnic origin;
- Religion or belief;
- Sexual orientation;
- Part-time or fixed term status.

This also includes the perception of any of the above characteristics or discrimination by association.

Janus Henderson is committed to ensuring that all employees receive equality of opportunity in all aspects of their working life including recruitment, training, development, promotion and compensation.

You should behave in a manner that is in line with this policy at all times. We take a strict approach to breaches of this policy and will normally regard any breach as gross misconduct, which will be dealt with in accordance with our Disciplinary Procedure.

Janus Henderson embeds EDI into all aspects of training available. We will ensure that all employees have the appropriate training and development available, in a timely manner, to carry out their responsibilities in line with this policy.

If you feel you have been unfairly treated within the terms of this policy, you have the right to raise a grievance through the Grievance Procedure. No employee will suffer any detriment as a result of raising a concern in good faith.