octopus investments
A brighter way

Diversity, Equity & Inclusion (DEI) Policy

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At Octopus, we're building a workplace where everyone feels respected, valued and able to do their best work. We believe that Diversity of thought, background and experience enables higher performance, better decision making and business outcomes for our customers and colleagues. We all have a role to play in creating, fostering, and promoting this culture.

What DEI Means at Octopus: Diversity of Thought through Representation & Inclusion

Diversity: Recognising and valuing the full spectrum of human differences - including (but not limited to) race, ethnicity, gender, sexual orientation, gender identity, disability, age, religion, socioeconomic background, partnership status or pregnancy & maternity.

Equity: Ensuring all employees have fair access to the opportunities, resources and support they need to perform at their best, grow their careers and succeed - regardless of their background or identity.

Inclusion: Creating a culture where everyone feels welcome, heard and respected, and able to contribute and collaborate authentically as themselves.

We embed DEI into everyday culture by:

- Employee listening & feedback:
- Building awareness and understanding through training, network groups, events and open dialogue.
- Designing inclusive ways of working, working to ensure that all processes, interactions and workstreams enable people to thrive.
- Maintaining a safe, respectful environment, with zero tolerance for bullying, harassment, victimisation or discrimination—and robust processes to raise and address concerns.
- Monitoring workforce data to understand representation and inform action.
- Providing fair access to development, helping everyone realise their potential and progress.
- Making merit-based decisions, supported by fair and transparent practices.
- Regularly reviewing policies and processes to stay current, fair and legally compliant.

Accountability

We strive to track our progress through:

- Workforce diversity data
- Employee engagement feedback
- Progression, promotion and attrition trends
- Regular reviews of DEI initiatives to ensure impact

We report progress internally and externally where appropriate (for example pay gap reporting, partnership data collection & benchmarking, Women in Finance charter), aiming to refine our approach based on evidence and insight.

Raising Questions or Concerns

If you have a question, need guidance, or want to report an issue, you can contact:

- diversityandinclusion@octopusinvestments.com
- Your HR Business Partner
- The Whistleblowing channel for anonymous reporting.