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| | 2023 SOCIAL MOBILITY COMMITMENTS UPDATE |
| | GOVERNANCE |
| 2023 | Establish an internal social mobility taskforce to work through the detailed findings of the report and publicly report back in Summer 2024 with a full Social Mobility strategy. We will ensure that this taskforce continues to be informed and driven by the views of colleagues from less advantaged socio-economic backgrounds. |
| | Our cross-functional taskforce meets monthly to ensure delivery of the commitments and share insights from across the organisation. In the summer we will publish our revised Social Mobility, Inclusion and Belonging strategy, and the task force will continue to evolve as we move into the delivery of new initiatives. |
| | DATA |
| 2023 | Set a target of 80% of all our colleagues voluntarily declaring their Socioeconomic background by the end of 2025 and publish the results annually after that date, including a breakdown by work levels across the Co-op and across our businesses. |
| | Our current completion rate stands at 72% across the Co-op. We have identified business areas with lower levels of completion and are working with the relevant leadership teams to create communications and engagement plans to encourage further declarations. |
| | PAY GAP REPORTING |
| 2023 | Publish a Socioeconomic Pay Gap Report in 2024 in addition to Ethnicity and Gender Pay Gap Reports. We'll take an intersectional approach and provide commentary on how different characteristics may jointly impact on outcomes for individuals and use our insight to inform our future approach. |

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| | Our 2023 Socio-economic Pay Gap report was published on 10th July 2024. We have identified that the intersectionality of gender and socioeconomic background can compound disadvantage and have created an action plan to address our findings. |
| | INTERNAL PROGRESSION |
| 2023 | Redesign the way in which we present our internal job opportunities to help our colleagues see how their skills may suit a sideways move or promotion within the Co-op. |
| | Our #stepup campaign went live in April 2023 on our internal jobs site. Hiring Managers are now asked to consider whether their vacancies could be used as an opportunity for colleagues in front-line or entry level support centre roles to use their transferrable skills to progress their careers at Co-op. Any roles identified in this way are clearly highlighted to colleagues searching for new opportunities. |
| | FINANCIAL RESILIENCE |
| 2023 | Continue to develop our financial wellbeing programme so our colleagues develop increased financial resilience. We will 1) address the size of contracts and the number of additional hours worked to give colleagues a more secure income with fewer uncertain overtime hours. 2) support colleagues to start saving and build their financial security. 3) give colleagues a better idea of what they will be paid ahead of payday, making it easier to stay in control of their finances. 4) help colleagues to build the skills and embed the behaviours which will help them to manage their money more easily |
| | We are currently undertaking a review of all our operational contracts to ensure that we can support our colleagues' financial security while meeting our business needs. We have trialled an innovative new approach to promoting workplace savings. We've worked with public-benefit research and innovation centre Nest Insight to design and trial an automatic enrolment into workplace emergency savings scheme. An 'opt-out' rather than an 'opt-in' scheme, meaning that the default position for colleagues is to start saving small amounts unless they chose not to. Based on the robust evidence from the trial published by Nest Insight and their academic partners at Harvard and Yale Universities, we believe that this new approach could |

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| | be as transformative as the introduction of autoenrollment for pensions, potentially providing a productivity boost leading to economic growth. |
| | MENTORING |
| 2023 | Develop mentoring opportunities for colleagues from lower socio-economic backgrounds, with a particular focus on intersectionality with other areas of inequality. |
| | In 2023 we relaunched our internal coaching and mentoring offer for all colleagues. Later in 2024 we will launch our first intersectional development programme to support lower SEB colleagues achieve their potential and career aspirations, including mentoring. |
| | PROTECTED CHARACTERISTIC CAMPAIGN |
| 2023 | Campaign for Socioeconomic background to become the 10th protected characteristic under the 2010 Equality Act, focusing on working in partnership with others and involving Co-op member owners, colleagues, and customers in our campaign. |
| | Throughout 2023 we have campaigned for socioeconomic background to become the 10 th protected characteristic under the Equality Act 2010. We have publicly made the case for change speaking at events and in the media. We have consulted with Co-op member owners on the issue and are building an evidence base to support the need for change which will will publish later in 2024. |
| | PUBLIC SECTOR DUTY CAMPAIGN |
| 2023 | Campaign for Section 1 of the Equality Act to be enacted (Public Sector Duty to have regard for socio-economic inequalities). |

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| | <p>We have publicly made the case for the enactment of the Public Sector Duty, working in partnership with others. We were delighted that the Labour Party committed to this action in their 2024 manifesto.</p> |
| | <p>INFLUENCING OTHER EMPLOYERS AND SUPPLIERS</p> |
| 2023 | <p>Encourage other employers to include a clear focus on Socio-Economic Background in their Diversity and Inclusion strategies, collect socioeconomic data, support financial wellbeing and to commit to publish socio-economic pay gap reports, with a particular focus on Co-op suppliers and partners.</p> |
| | <p>We have used our 2023 research and commitments as a springboard to advocate for other organisations to focus on socio-economic background as part of their broader D&I activity.</p> <p>We have shared best practice and learnings with a range of both public and private sector employers and have sponsored the Social Mobility Foundation’s guide to Socioeconomic pay gap reporting. We engage with our Co-op suppliers and partners on a quarterly basis to share our initiatives and encourage them to examine their own practices.</p> |