

STATEMENT NAME:	EQUALITY, DIVERSITY & INCLUSION STATEMENT
ISSUE DATE:	APRIL 2023
ISSUED BY:	JULIA MARCHANT, HEAD OF HR
APPROVED AND SIGNED ON BEHALF OF THE BOARD OF DIRECTORS FOR PRODUCTION BUREAU LTD	
Edward Snowling (Joint MD)	
	
Date: April 2023	
Sal Edmonds (Joint MD)	
	
Date: April 2023	

## EQUALITY, DIVERSITY AND INCLUSION STATEMENT

As Production Bureau, our people are our most important asset, and so they can bring the best version of themselves to work and be the best they can be out of work, we are striving to create an environment where everyone can be their true self, feel valued and respected.

We believe that our main focus and strength as a business is our exceptional creativity and when that creativity comes from a blend of views, perspectives, challenges and ideas that is when we are at our very best.

We encourage Pb people to have their voice heard in both the creative space and in the way we operate as a business. It is important to us that Pb is a great place to work where individuals can flourish and be themselves as well as enjoying what they do.

Our approach to Equality, Diversity and Inclusion is an evolving one, and we will learn as we go along. We may not always get it right, but we are trying to be better, and that is what guides us.

Some of the things we have in place are:

- Our comprehensive set of policies and working practices which support individuality, and encourage tailored approaches based on colleagues needs, but also provide a consistent approach across the business to ensure equality of opportunity.
- Our benefits package looks beyond our base salary and includes benefits which address the needs of our colleagues by supporting their individual wellbeing at all stages of their working career.
- Our people decisions which are based on an individual's potential contribution and are not defined by their difference.
- All Pb people receive a range of equality, diversity, and inclusion training as part of their employment to raise awareness and encourage an inclusive and supportive culture.
- An inclusive and diverse staff social calendar that develops friendships both within the workplace and outside.
- Our genuine support as a business across a wide range of charitable organisations and groups.