

# Diversity, Equity and Inclusion Annual Report, 2022

A|M|S



# Welcome to our AMS DEI Annual Report 2022

## We Are AMS

We are a talent solutions business. Working with clients across the globe we have learnt what it takes to build a high performing employer. It starts with talent: sourcing, selecting, and keeping the right people in the right jobs.

To do this well, you need unmatched expertise in digital innovation and a deep understanding of the complex needs of the talent you are seeking to engage – whether that talent is external to your business or already inside it. Taking a holistic approach to the HR value chain and to attracting and retaining a world class workforce enables business success.

**10,000+ experts**, across **120+ countries**, speaking more than **50 languages**, delivering projects for the world's most admired companies.

The world of talent is diverse. To truly enable business success and drive meaningful change, all communities must have equal access to progressing their future careers.

We are AMS. This is what we do. Talent is our world.

A|M|S

## Reporting on DEI:

Our vision is to foster a culture of inclusion and belonging.

We want AMS to be a place where everyone can succeed. We want to draw on the differences within our workforce to drive innovation and growth, and to support the communities we operate in.

We're constantly making progress on diversity, equity and inclusion (DEI). But we know that we still have more work to do. This is our second year of reporting, allowing us to demonstrate the progress we are making each year and identify where there is still room to improve.

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# Keeping our promise

## From our CEO

As I reflect on 2022, I realise just how much we have to be proud of as an organisation when it comes to our DEI agenda. We witnessed what it means to harness the power of the collective in the tremendous support our teams in Poland, and across the globe, provided to Ukrainian citizens. We continued to strive for gender parity, supporting 912 female promotions, making up 74% of all promotions, and bolstering our Executive Committee to 50% female. We made great progress against our ethnicity representation target for our global leadership team, increasing from 8% to 13%, and during our global DEI & Citizenship Week celebrations, we saw the highest level of engagement to date, with over 7,500 colleagues joining a live session.

There is, of course, always more we can do to ensure we are creating a truly authentic and inclusive environment to grow and retain our talent - being transparent and honest about our DEI journey and most importantly, keeping ourselves accountable, is a key part of this. Our annual DEI report provides an overview of our recent successes and accomplishments, but also highlights opportunities for improvements.

A huge thanks to our dedicated team of DEI professionals and passionate Employee Resource Group (ERG) members who so expertly position themselves as a critical friend to our business; advising and guiding us to ensure we are fostering a culture of inclusivity, belonging and equitability.

As our business continues to grow, so does our commitment to our DEI agenda. I am confident and excited for the progress we will make together this year and beyond.

**David Leigh**  
Chief Executive Officer, AMS



# What progress did we make in 2022?

## From our Managing Director, DEI

At the start of 2022, AMS established our DEI Centre of Excellence, which I lead globally. This focused team drives our DEI strategy across the business and ensures that DEI is at the heart of our solutions when we go to market. Consolidating our DEI approach in this way has enabled us to fast-track our progress over the year.

We are immensely proud of the engagement scores we achieved in 2022, totalling at 83 for DEI and 75 for Belonging. We have also made great strides in our global leadership target for ethnicity representation. By the end of 2022, we had increased our 2021 target by 5%, to a total of 13%. But we're not stopping there. This year, we are committed to reaching 16%.

2022 also welcomed a significant milestone with the launch of our ERGs. Our employee-led communities are a safe space for colleagues to come together and share their unique insights, so we can all learn, educate, and celebrate together – and build greater allyship at AMS.

Lastly, we launched the Diversity & Inclusion Alliance, a group comprised of eight partners each with different diversity specialisms. Their deep insight and expertise brings a unique opportunity for both clients to action their DEI strategies and provides support for our own internal strategy.

I am very proud of the DEI journey we have been on at AMS. We made considerable progress in 2022. There is more for us to work on and I look forward to building on our achievements in 2023.

**Paul Modley**

Managing Director, DEI





# DEI Approach



## To foster a culture of inclusion and belonging

We have five core activities that support our vision, enriching our clients' businesses and our own.



### ESG

AMS focuses on four ESG (Environmental, social and governance) priorities where we can have the most impact. Among them we commit to be **champions of diversity, equity & inclusion.**



### Governance

Our structure is set up to facilitate leadership **accountability globally.**



### ERGs

Set up to provide access to every individual, our Employee Resource Groups (ERGs) and Community Interest Groups **drive community and create change at AMS.**



### Data

Delivering global transparency and continuing in our **endeavour to do better.**



### Promises

AMS ensures career opportunities are provided and our employees' valuable contributions are **celebrated at all levels.**

# Progress in 2022



## Diversify our Workforce

On track to meet our commitment to double ethnicity representation in our global leadership team – 13% end of 22.



## Promote DEI Transparency

Published our inaugural DEI Annual Report in April 2022

Reported our second Gender & Ethnicity Pay Gap Report in the UK



## Lead by Example

Launch of our DEI Centre of Excellence within our global Innovation function in 2022

Launch of our Diversity and Inclusion Alliance in the UK&I region with 8 key DEI partners

Launch and delivery of our DEI Knowledge Exchange series with over 306, 364 social impressions and 2,033 registrations

Embedded a DEI Learning programme for our colleagues, including Bias and Conscious Inclusion which 75% of the population have completed

Launched a “Passport to Hire” DEI training course required of all AMS Hiring Managers



## Provide Engaging & Interactive Platforms

Re-launch of our 8 Employee Resource Groups, these have been a key enabler in evolving our culture of inclusion and belonging. All achieved at least 13% membership growth globally in 2022

Celebrated 20 global Milestone Moments over 2022, with over 45 live sessions run globally for our colleagues

Delivered our most engaged DEI & Citizenship Week in September (7,500 colleagues joined a live session compared to 2,500 in 2021)



## Champion Inclusive Recruitment

AMS was successful in being recognised in the Social Mobility Foundation Employer Index (placed at 43<sup>rd</sup> position)

In our global employee engagement survey we achieved an employee rating of 83 for DEI and 75 for Belonging

Achieved Disability Confident Employer Status- Level 2 in the UK

Recognised in external DEI awards – including winning at the RIDIs in the Disability Confident category, being Highly Commended in the European Diversity Awards and finalists at the UK Social Mobility Awards



# How we govern DEI



## *Global DEI Board*

*Comprised of a variety of diverse perspectives, includes the AMS Chair and CEO*

*Meets quarterly*

*Responsible for delivery of DEI Centre of Excellence strategy*

*Offers framework for escalation, management, and mitigation of risks and issues*

*Provides quarterly progress updates to Exco*



## *DEI COE*

*As part of the Innovation Function, the DEI COE ensures that DEI is central to AMS both within the organisation and in how we deliver to our clients*

*Deliver our internal DEI strategy while maintaining an external focus, bringing in external thinking and expertise to support client teams*



## *Regional DEI Leaders*

*Set regional specific DEI plans to support overall AMS DEI strategy*



## *DEI Operational Leaders Meeting*

*Regional DEI Leads and Global ERG Leads meet monthly*

*Ensures that we are on track for delivery of our overall plans*

*Spotlight on specific projects / deliverables linked to our DEI calendar*



## *ERG Leaders*

*ERGs are led by an Exco sponsor, ensuring consistency of ERGs globally and ensuring advocacy and accountability at leadership level*

*Heads the planning for their respective ERG, building engagement across the business*

*Acts as two-way communication channel between individuals and DEI Governance Framework; facilitating issues and concerns being raised through the appropriate channels*

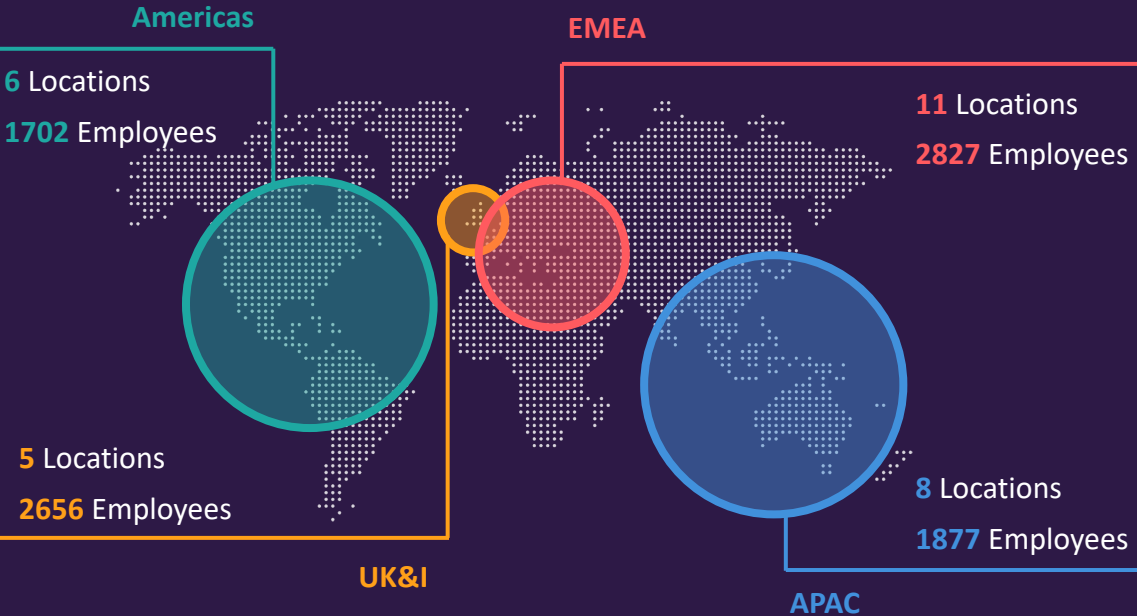


# DEI Data

At AMS, benchmarking our progress in DEI against real data means that we can keep our promise to be transparent and honest about our DEI journey – and stay accountable to our goals. It also helps us shine a spotlight on our collective efforts, celebrating our year-on-year achievements in building a truly authentic and inclusive environment for all.

Our 2022 data shows that we have taken real steps towards achieving this goal, as well as revealing opportunities for continued improvement.

We do not collect DEI data in all countries, the following slides represent the data we're able to collect, in the regions we are able to collect it from – currently the UK, USA & Philippines.





# DEI Data

## Gender

Global gender representation remained steady in 2022, with our female workforce continuing to make up around three quarters of all employees.

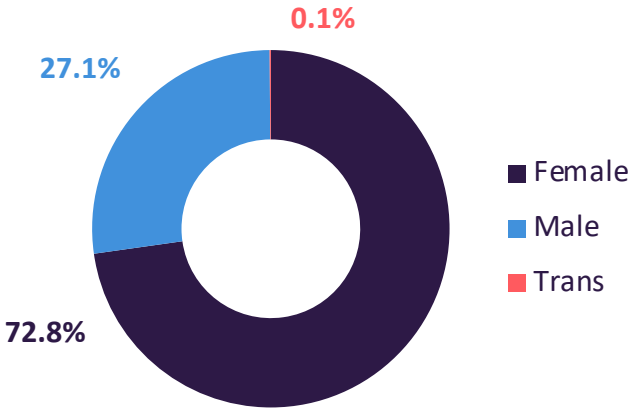
We recognise that our % of females in senior roles drops off and we have initiatives in place to support females to progress at the same rate into senior leadership roles.

*All company*

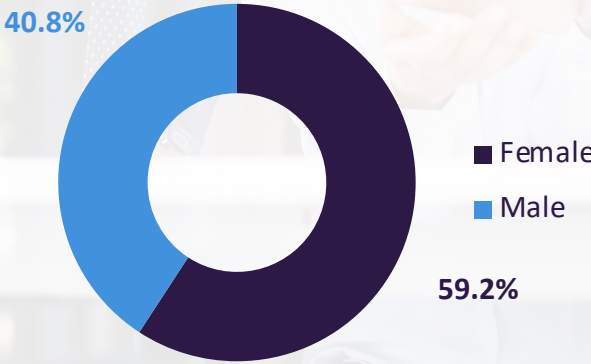
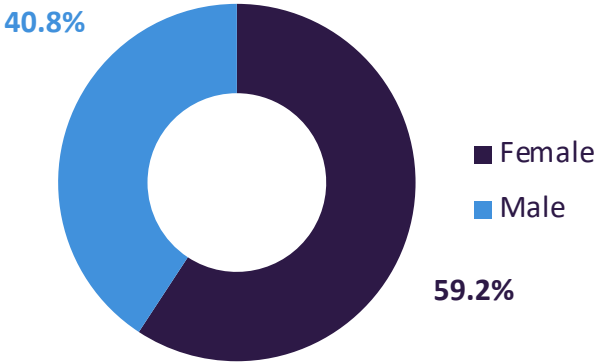
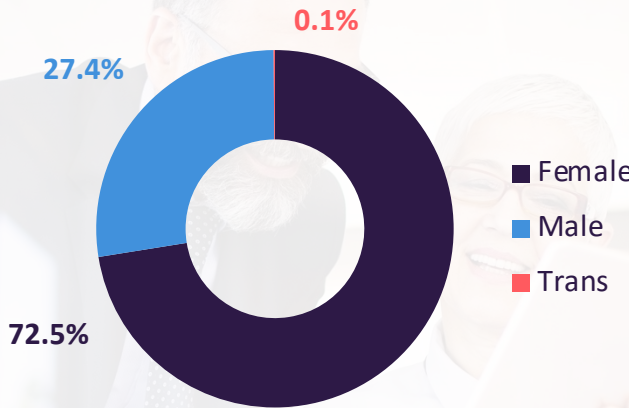


*Leadership roles  
(Band 6/7 and Exco)*

End 2021



End 2022



# DEI Data

## Ethnicity

As part of our pledge to the Change the Race Ratio Campaign in 2020, we committed to doubling the representation of ethnicity at Band 6/7 (leadership) level globally by 2021. We met this goal, and reached 13% by the end of 2022.

We have committed to reaching 16% representation by the end of 2023. Our current data shows that we are on track.

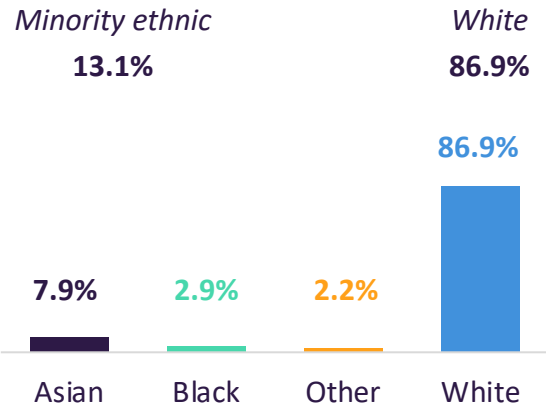
We are pleased to see an increase in ethnicity representation in our UK&I region. We also increased our ethnicity representation in the USA, although the mix changed and we saw a slight reduction in our Black representation.

All staff, UK&I

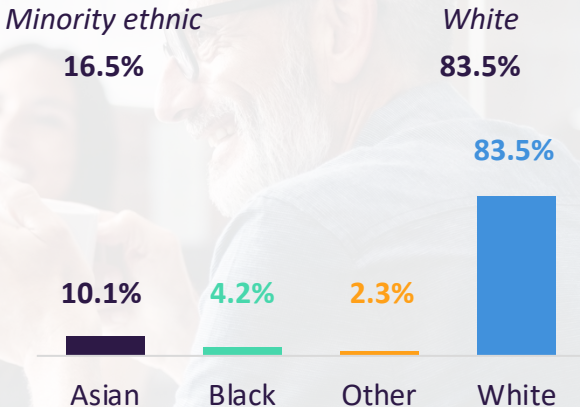


All staff, USA

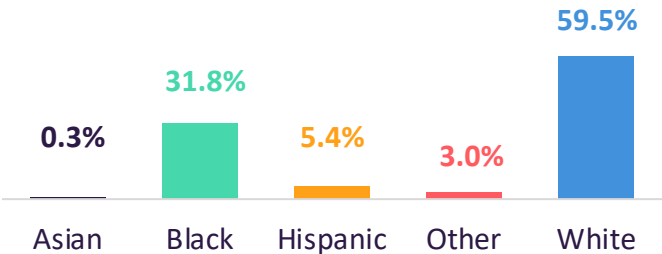
End 2021



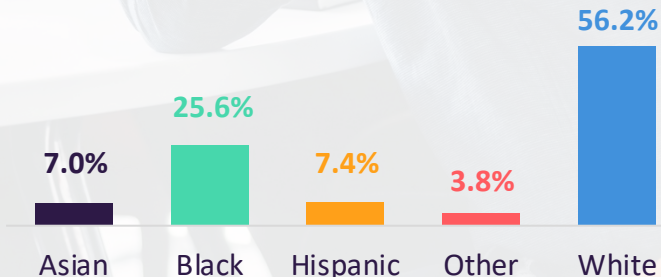
End 2022



Minority ethnic 40.5% White 59.5%



Minority ethnic 43.8% White 56.2%





# DEI Data

## Disability

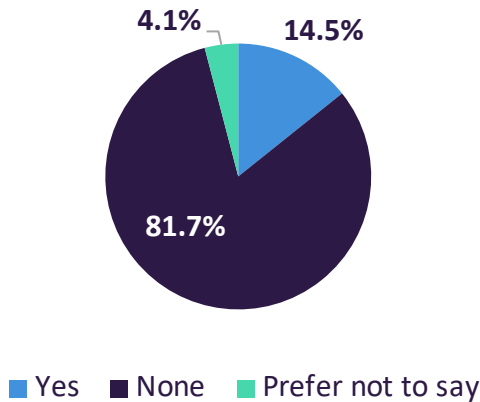
We are currently only reporting on disability data in the UK&I region. We are intending to extend data capture in other countries this year.

In UK&I, 14.3% of our colleagues self-identified as having a disability in 2022, which is comparative to the UK census data.

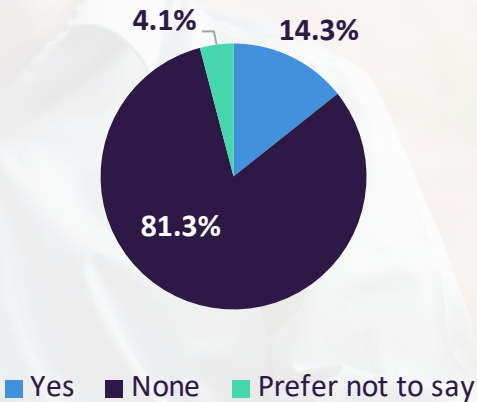
All staff, UK&I



End 2021



End 2022

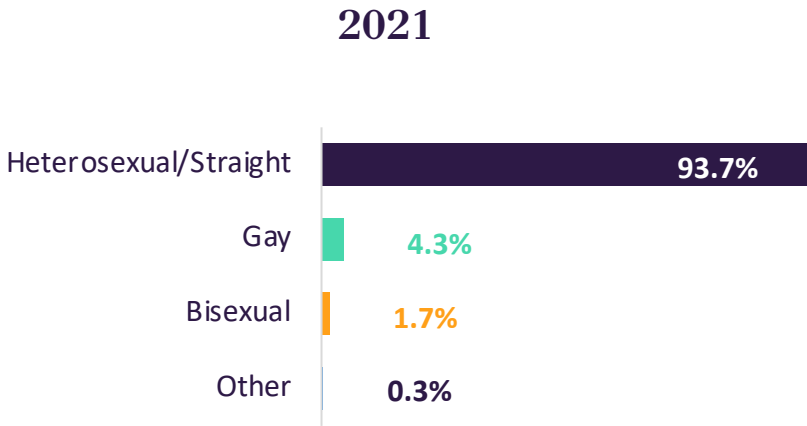


# DEI Data

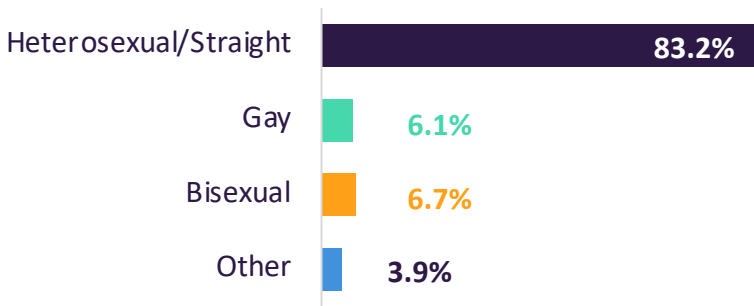
## LGBTQ+

In the UK, LGBTQ+ representation is at 7%. We are proud that our representation is in excess of the latest England census data, 3.5%. We saw a slight decrease in gay representation in the Philippines, but an increase in bisexual representation.

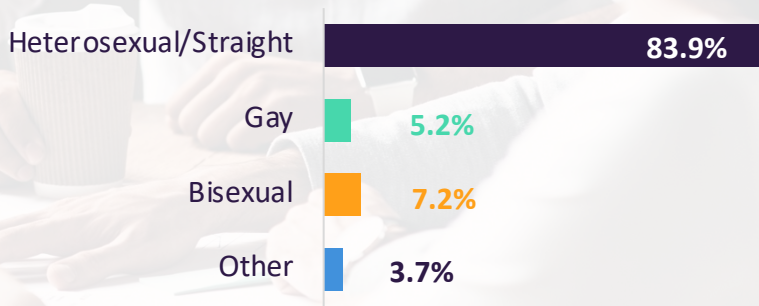
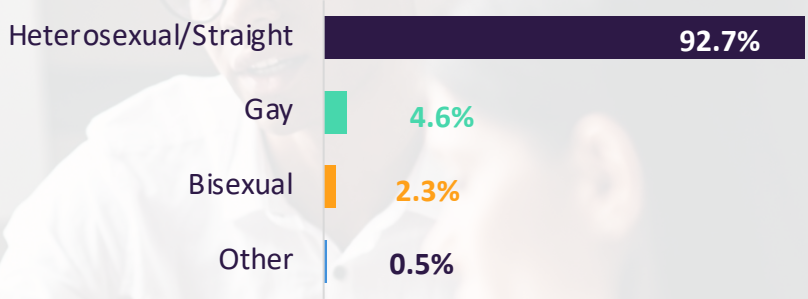
⌵ All staff, UK



⌵ All staff, Philippines



2022

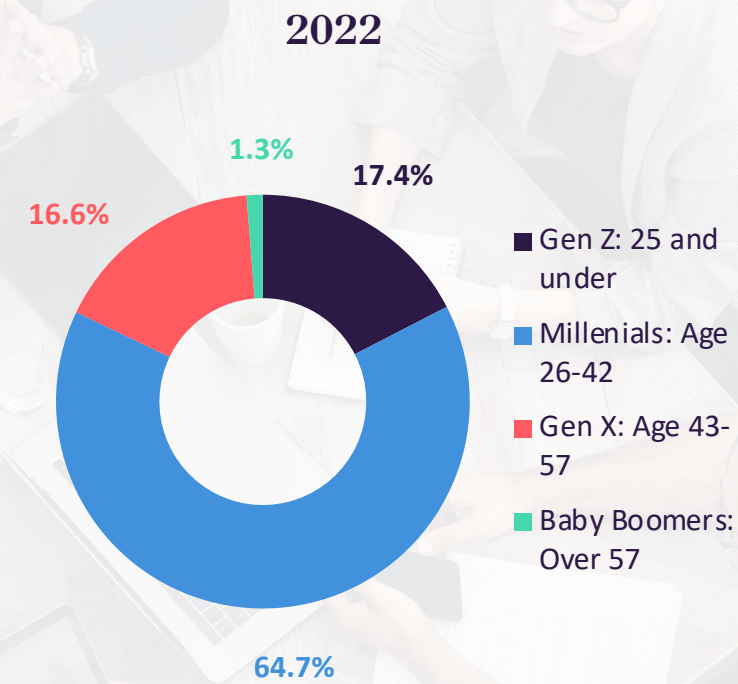
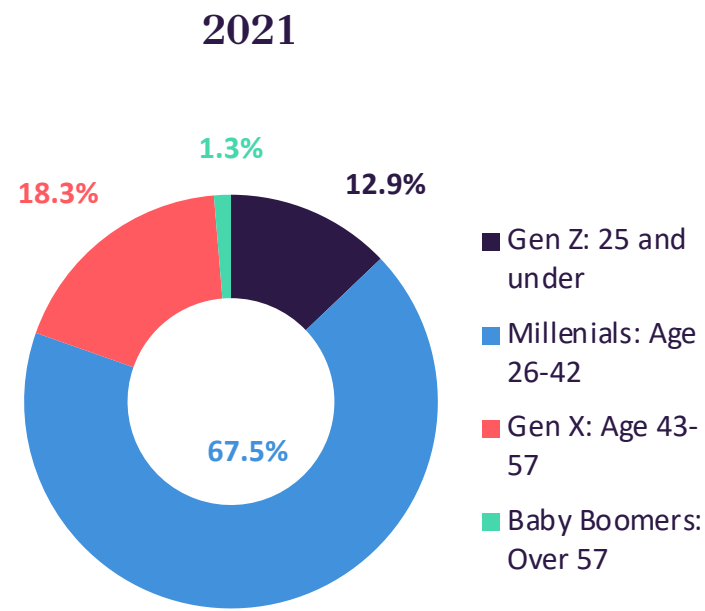




# DEI Data

## Generation

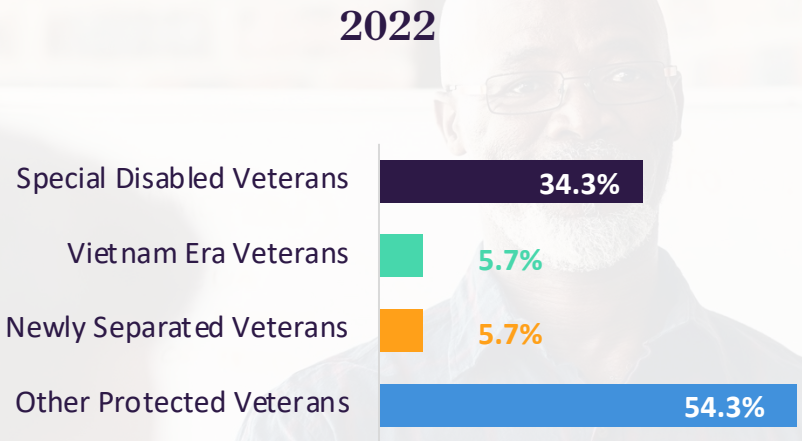
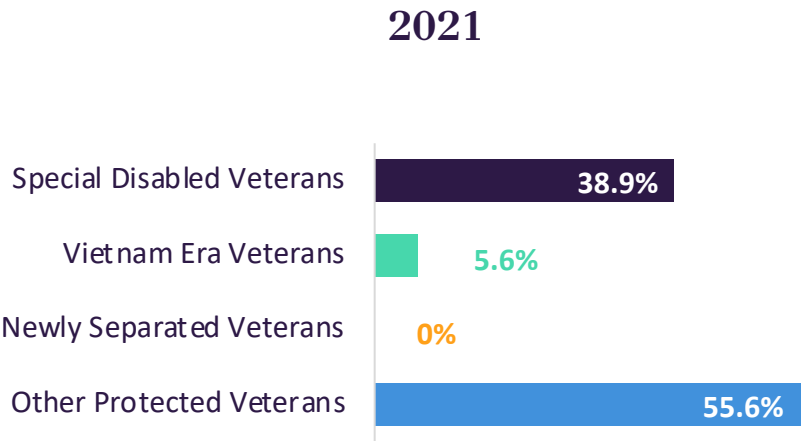
2022 marks the first year we have reported on age diversity in our business, and we have seen Gen Z representation increase by 4.5%. We will continue to ensure that we effectively target all age generations when recruiting externally.



# DEI Data

## *Veterans (US only)*

Veteran hiring has been a key focus point for us this year. Our dedicated Military ERG group was set up to provide ongoing support and to help veterans find new vocations.



# DEI Data

## Social Mobility – UK&I only

In 2022, we benchmarked our current social mobility data against national benchmarks as defined by The Social Mobility Foundation. An individual's socio-economic background is defined by their highest earning parent's occupation, according to the National Statistics Socio-economic Classification (NS-SEC).

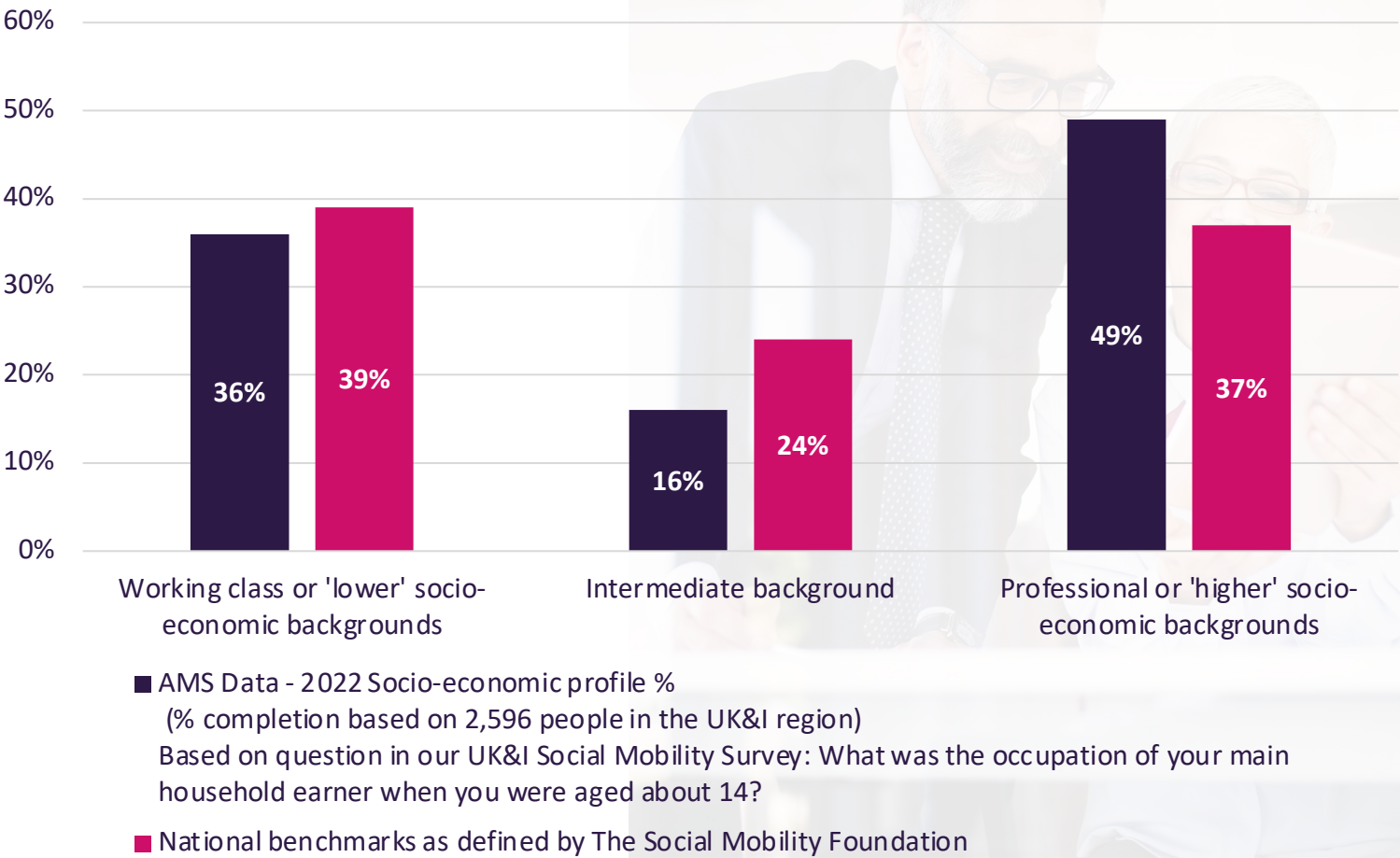
As the graphs show, we are relatively close to the national benchmark and are actively working to increase our representation of employees from lower socio-economic backgrounds. Individuals from lower socio-economic backgrounds are a positive asset to businesses, but they are underrepresented in professional occupations.

We will be using the data collected to understand our current situation, indicate opportunities for action and enable us to measure change.

**Professional or 'higher' socio-economic backgrounds** - Examples include CEOs, senior police officers, doctors, journalists, barristers, solicitors, teachers and nurses.

**Intermediate backgrounds** - Examples include shopkeepers, paramedics, small business owners and police officers.

**Working class or lower' socio-economic background** - Examples include receptionists, electricians, plumbers, butchers and van drivers.





# Our Employee Resource Groups (ERGs)

Our ERGs have a central platform to amplify and support underrepresented communities. Supported by Exco Sponsors, they help to drive our DEI initiatives forward and keep us accountable to our goals for making meaningful change. The establishment of eight inaugural ERGs in 2022 has been a measurable success globally, with at least a 13% membership growth rate over the year.

This section includes some ERG highlights from 2022, all have an equal platform and priority within AMS.



## #WeAreAMS Disability

## #WeAreAMS Neurodiversity

### **ExCo Sponsor:**

*Maxine Pillinger, Regional Managing Director, EMEA*

Our Disability & Neurodiversity ERGs, although structured as separate entities, collaborate closely and help foster a culture of belonging for our colleagues that self-identify as disabled and/ or neurodivergent.

### **2022 Highlights**

- ✓ Membership for the Disability and Neurodiversity ERG increased by 13%
- ✓ During the RIDI Awards, we received the 'Disability Confident Employer' Award in December 2022
- ✓ Sustainable resources that include videos of colleagues sharing real experiences which have been embedded into our internal training platform, Ignite



*"2022 was about designing for the 1% within the ERG. This year is about moving beyond awareness and taking action. We don't want to just remove barriers, we want to eradicate them."* – **Jamie Shields, Disability ERG Lead & Stella Steigleder, Neurodiversity ERG Lead**

# Our ERGs

## #WeAreAMS Women

**ExCo Sponsor:**  
*Jo-Ann Feely, Global Managing  
Director, Innovation*

We provide a safe space for all colleagues who identify as female to come together and share their voices. We offer opportunities for personal development, tools to improve wellbeing, and drive initiatives supporting our gender equity agenda.

### 2022 Highlights

- ✓ We hosted a webinar with Dr Sam Collins on **‘How to ask for what you need?’** sharing useful techniques our colleagues could use so they feel more empowered to ask for what they want and need in the workplace
- ✓ Recognising the Day for the Elimination of Gender-based Violence, we hosted a training session in partnership with the Centre for Women’s Rights in Krakow



*“Every event that we host at AMS Women yields more and more feedback around how safe people feel sharing personal matters and how grateful they are for us showing vulnerability and sharing our own experience for the benefit of our colleagues.” – Gosia Lesniak, Women’s ERG Lead*

## #WeAreAMS Black Employee Network Black+Allies

**ExCo Sponsor:**  
*Nicky Hancock, Regional  
Managing Director, Americas*

The Black Employee Network (BEN) fosters a safe space for Black employees to network, share lived experiences, and learn how to navigate the corporate environment as a minority community.

### 2022 Highlights

- ✓ Juneteenth is an important day and Milestone Moment for AMS. Last year we educated our colleagues globally to raise awareness on slavery and its long-term systemic impacts
- ✓ We hosted ‘The Crown Act’ internal discussion which allowed members of the ERG to open up and share their experiences of discrimination



*“We created a safe space for Black employees to be bold, authentic, and share their experiences. Members of the ERG are now openly sharing feedback and suggestions to ExCo leadership to drive change within AMS.” – Yvette Moncrieffe & Chioma Olaleye, BEN ERG Co-Leads*

# Our ERGs

## #WeAreAMS Social Mobility

**ExCo Sponsor:**  
*Matthew Rodger, Chief Growth & Commercial Officer*

Our Social Mobility ERG provides support and offers learning opportunities to advocate for social justice. Social mobility is the relationship between our social-class origins and future career success – usually in relation to income, occupation, and status. The ERG is dedicated to understanding these cultural differences and structural barriers that exist in the workplace.

### 2022 Highlights

- ✓ We entered the top 75 employers in the Social Mobility Foundation Employer Index, coming in at No. 43
- ✓ We signed the Social Mobility Pledge in 2022



*“Social mobility and the desire to provide a fair playing field in the world of work runs throughout everything we do at AMS and in 2022 the Social Mobility ERG reached new heights. Our ERG tripled in size and, for the first time, we were able to collect social mobility data from our UK&I colleagues” - Marcella McKeever & Fionuala Goritsas, Social Mobility ERG Co-Leads*

## #WeAreAMS Military

**ExCo Sponsor:**  
*Gordon Bull, Managing Director, Legal, Compliance & Risk*

The Military ERG is a place for military veterans, spouses, close family members, and supporters to gather and support one another. In its first year of existence, the group has managed to identify and engage in community outreach endeavours and champion mental health.

### 2022 Highlights

- ✓ Our Week of Acknowledgement for the Armed Forces, dedicated to sharing personal stories of the military service and unique skills developed in a military career
- ✓ We held our first official fundraising event, the Grimm Challenge, in the UK where team members participated in a 4 and 8 mile run through an Army driving area, which raised over £2,360 for the Combat Stress charity



*“In our first year, we established the basic cornerstones of the ERG, extended support to the military community outside of AMS, collaborated with other ERGs, championed mental health, and ended the year as the ERG with the most significant growth in 2022.” – Luke Hollands, Military ERG Co-Lead*



# Our ERGs



**ExCo Sponsor:**  
*Nicky Hancock, Regional Managing Director, Americas*

The mission of Juntos Podemos is to engage, develop, and promote Hispanic/Latin American talent within AMS. Our group is a safe place to join and celebrate cultural traditions, explore educational opportunities, and drive career growth.

### 2022 Highlights

- ✓ We celebrated Hispanic Heritage Month with a Cafecito chat with Liz Caraballo, Senior VP of Diverse Talent at Synchrony, on breakthrough career moments – and educated colleagues on the Independence of Latin American countries
- ✓ Football and Soccer is deeply rooted in the Latin/Hispanic culture and, to celebrate the 2022 FIFA World Cup, we hosted multiple live (Monterrey) and virtual watch parties
- ✓ In November we celebrated Día De Muertos - a traditional cultural celebration in Latino countries where loved ones who have passed away are honoured and remembered



*“We are very proud of all we accomplished at Juntos Podemos in 2022. We learned, grew, celebrated, served our communities together but most importantly, we created a family - a community of people and a space where we feel safe to share experiences, laughter, tears, and be our true selves.” –*  
**Bianca Diehl & Octavio Fast Martinez, Juntos Podemos ERG Co-Leads**



**ExCo Sponsor:**  
*Nikki Hall, Chief Human Resources Officer*

Our LGBTQ+ ERG is committed to creating an environment where the LGBTQ+ community is visible, heard, and proud, with an enhanced focus on those who are often underrepresented.

### 2022 Highlights

- ✓ We attended Pride Marches across the globe including: London, Manila, Cleveland, Krakow, Warsaw and Gdansk (where we only one of a few corporates to attend)
- ✓ We held the first ERG crossover session with Juntos Podemos on allyship and intersectionality
- ✓ We held live sessions and Yammer campaigns to mark Bi Visibility Day, Lesbian Visibility Week, and Trans Day of Visibility





*“Last year was a re-launch of our ERG and also our debut as regional ERG Leads. We are committed to growing the presence of our ERG to reach all employees across UK&I, EMEA, APAC and the Americas. We’re most proud of celebrating all the Milestone Moments that are relevant for our community globally.” –*  
**Tatiana Oka, Edwin Perée & Conor Breen, LGBTQ+ ERG Co-Leads**


# Spotlight on DEI & Citizenship Week


Over September 2022, we held our biggest and boldest DEI & Citizenship Week on the theme of ‘Belonging’ – attended by over **7,500** colleagues globally, compared to 2,469 in 2021. **9 in 10** attendees agreed this activity enhanced their feeling of belonging at AMS.


While the numbers are important, our DEI & Citizenship Week is first and foremost an opportunity for our internal teams to come together to feel heard and seen, to connect and share their values, and to celebrate all things DEI & Citizenship.

 Last year, we pushed the boundaries and hosted speakers with a wide variety of unique **lived experiences** – from a speaker with Tourette’s, to the journey of a trans woman in Poland

 We held ‘**Diversity in Conflict**’ sessions to raise awareness of the impact of the Ukraine War on our colleagues. We shared perspectives from women, the military, and LGBTQ+ communities

 Partnering with external experts, we hosted **roundtable events** with panellists from Deloitte and Morgan Stanley, as well as **DEI partners** at Bridge for Hope, Recruit for Spouses, Social Mobility Foundation, and Evenbreak

 Our **first cross-ERG collaborative sessions** were held in 2022 to create intersectional narratives. This included a joint session with the Juntos Podemos and LGBTQ+ ERGs on the **importance of allyship** to kick off Hispanic Heritage Month

 AMS took part in 2022 **World Clean Up Day** on 17<sup>th</sup> September, with colleagues organising local clean ups including the coast of Ballintoy in Northern Ireland, Dallas US, and Enoshima Beach in Japan

## Client Roundtable on “Belonging”

*“I have really appreciated and benefitted from the vast experiences that have been shared as part of DEI & Citizenship week”*

*“It’s so affirming to be in sessions like this and hearing and seeing messages from other people that have similar experiences”*

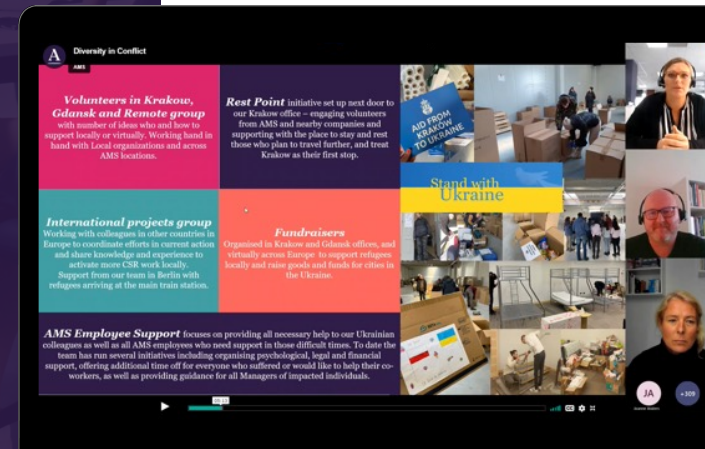
## Session with Luke Manton on living with Tourette’s

## World Clean up Day

*“Such an inspiring, powerful and thought provoking week”*

## “Diversity in Conflict” Session

*“The most incredible, inspiring and heart-breaking series of events I’ve ever had the privilege of learning from.”*



# Spotlight on AMS DEI Knowledge Exchange Webinar Series

The AMS DEI Knowledge Exchange explored critical DEI themes across five expert-led webinars. From navigating the fast-changing world of work and rising employee expectations, to building diverse and differentiated workforces for the future, our webinar series brought our clients and colleagues together to collaborate and learn about what it takes to build a truly inclusive environment.

We are very proud of engagement numbers we have seen from this important initiative.

Summary:

Social impressions – **306,364**

Registrations – **2,033**

Attendees – **246**

Recording views - **482**

## Moderators:



**Judy Ellis**  
SVP, Diversity, Equity & Inclusion Advisory at AMS

Judy's 20-year career in DEI includes leading global training initiatives to upskill hiring managers and TA team members on inclusive hiring, unconscious bias and interviewing skills for companies including Delta and MUFG. She has developed programs to increase underrepresented early career hires and aligned corporate cultures to increase employee retention and engagement. Judy's expertise in diversity, equity and inclusion has been featured in Forbes and on numerous conference platforms.



**Paul Modley**  
Director, Diversity, Equity & Inclusion at AMS

Paul is responsible for AMS's internal DEI function. Prior to this Paul led our internal recruitment function, incorporating talent acquisition and talent mobility. Before becoming the face of our team's talent acquisition efforts, Paul led some of our key client relationships in investment banking, retail banking and defence & engineering. Before joining us, he had worked in the talent acquisition sector for over 20 years in a variety of roles in agency, executive search and in-house.

PAST EVENT

DEI When Sourcing & Attraction Get Tough - *Recording available*

When the market for talent is tough, it can be easy to let your commitment to DEI fall to the wayside. Our panel will explore how to stay on practical ground.

Panel included:  
Beth Acquisti  
Hernan Inchausti  
Julia Enter  
Vivian Engle

Recorded on Thursday, August 18

EVENT

Making Inclusive Leadership a Reality

Effective leadership can be fatal to an organization's momentum. Join a group of Talent and DEI experts to discuss how to build an inclusive leadership culture and foster a talent so you can succeed.

Recorded on Thursday, August 18

EVENT

So Many Workers, So Many Priorities

From recruiters and hiring managers to contingent employees, outcomes are on the agenda. How can we be effective with each audience? And, with the recruiting and retaining workforce, how can we ensure initiatives don't get lost?

Panel included:  
Jill Duthie, Head of Recruitment, NatWest Group  
Hermann Trepsch, Inclusion Director, Sanofi  
Sonia Shields, Global and Program Manager, William Tincup, Thought Editor-at-Large, Recruitment Development (CWS), Aon

Recorded on Thursday, August 18

EVENT

The Role of Internal Mobility to Drive DEI

As the competition for talent intensifies, we're seeing a renewed focus on internal mobility. While mobility is a fantastic approach to improve retention, it is also helping to create pathways for diverse talent to pursue new opportunities within an organization. Our panel of experts will share how data, diagnostics and technology can help you tap into the undiscovered skills and capabilities of your people.

Panel included:  
Daria Pires DeGrace, Executive Director, Global Head of Diversity Talent Acquisition, Morgan Stanley  
Andrea Shiah, Head of Talent Strategy and Transformation, Eightfold  
Kirstin Schulz, Head of Consulting - Talent Advisory, EMEA, AMS  
Yemi Akisanya, Global Head of Diversity, Equity and Inclusion, Groupon  
Monica Jackson, Vice President, Inclusion and Diversity, Eaton

Recorded on Thursday, August 18

EVENT

Embracing Disability in the Workplace - *Recording available*

How do we build diverse and differentiated workforces for the future? Our panel of experts will discuss their own experiences from all angles, as well as how leaders can and should support all dimensions of disabilities in the workplace.

Panel included:  
Pierpoint - Head of Talent Strategy: D&I Recruitment & Social Media, Early & Sr Strategy and Events, BMS  
Harvey - Sr. Director, Global Talent Acquisition Business Partner, Thermo Fisher Scientific  
Anne Leblond - Director of Inclusion, The Valueable Group  
Ann Earley - Director, Inclusion & Diversity, Deloitte LLP

Recorded on Thursday, April 28





# Spotlight on AMS Diversity & Inclusion Alliance

We have formed a diverse collaboration forum, bringing together diversity partners who are making a difference in their respective fields. Initially, the Alliance will focus on driving sustainable change in contingent hiring for our Public Resourcing Business, we plan to extend this across the UK and USA in H2.

Disability/ Neurodiversity



Ethnicity/ Women



GLOBAL  
TECH  
ADVOCATES  
BLACK WOMEN  
IN TECH

LGBTQ+



Age



55/REDEFINED

Military

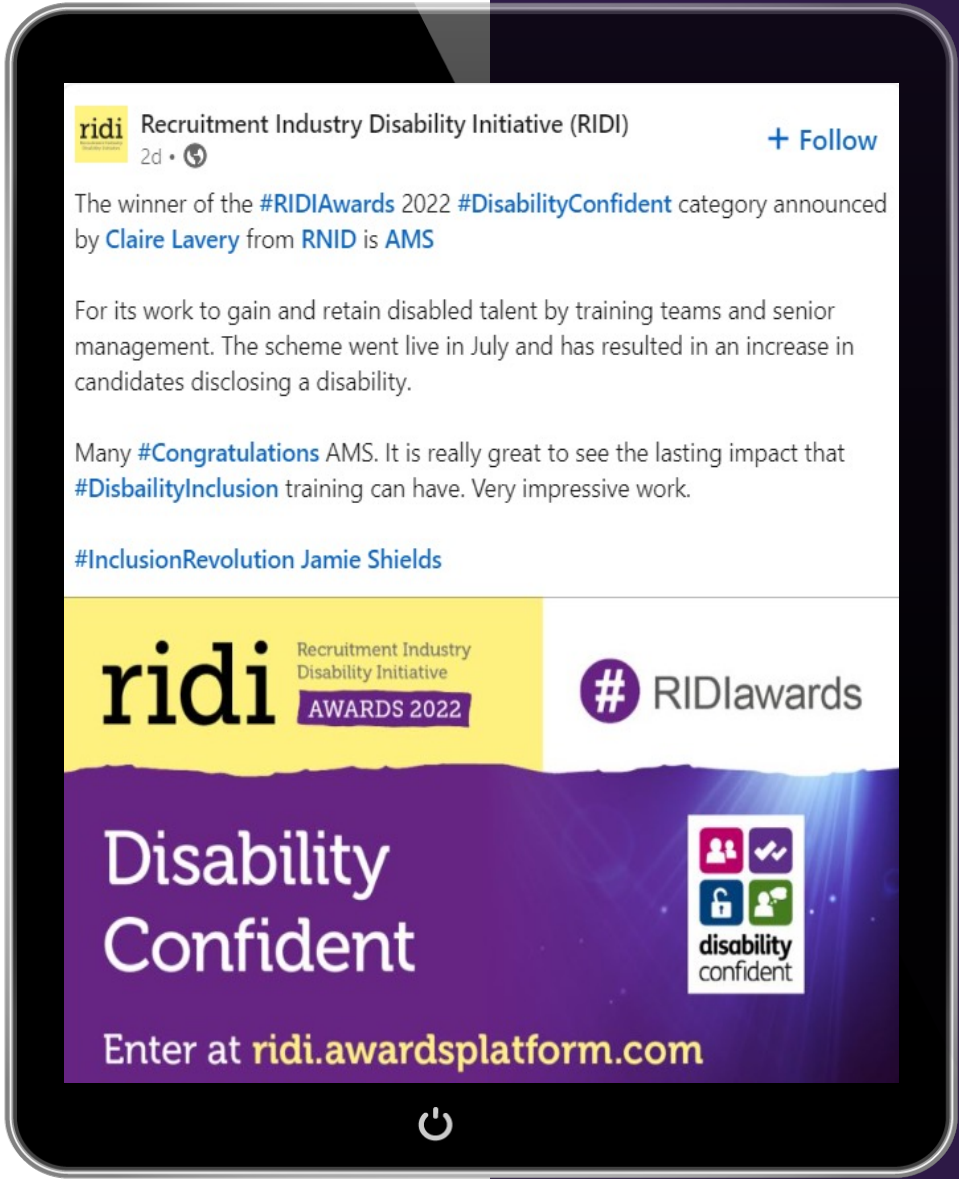


Social Mobility





# Our 2022 DEI Awards



## Highly Commended



*Diversity Team  
of the Year*

*Outstanding  
Employee Network*

## Finalist



The Responsible  
Business Network  
Northern Ireland



# Our 2023 Promises

2022 welcomed significant milestones for AMS in our DEI journey towards becoming a more authentic and inclusive workplace at every level. We are incredibly proud of what we have achieved together this year. But, as always, we are also looking to the future and the work still to be done.



## Next year, we promise to:



*Make our workforce more closely representative of the communities in which we operate.*  
We have a global, multicultural business and we want our people to be a true reflection of this. Through setting targets and taking deliberate action, we will hire more inclusively and give greater support to under-represented groups.



*Celebrate and educate where it matters.*  
Deliver an engaging and relevant programme of Milestone Moments, led by our Employee Resource Group. We strive to build and nurture a culture where inclusiveness is a reflex, not an initiative. Where challenging conversations can be had, where we are open to learn and grow, and where we all feel a sense of safety and belonging at work.



*Leverage expertise.*  
We will engage more decisively with our internal Employee Resource Groups, Advisory Boards, and external partners to seek diverse perspectives, align with industry best practice, and appreciate lived experiences. We promise to use this insight to ensure business programmes and policy, communications, and change, are cohesive with our inclusive culture, and resonate in the right way with all of our people.



*Cultivate inclusive leaders.*  
To be engaged, people must feel a sense of belonging, inclusion, and being valued. We know our leaders have a big impact on how people feel at work, so through coaching, training and dedicated programmes we will continue to support our leaders to inspire, include, and call out behaviour that does not support our DEI Promises or AMS Values.



For any questions regarding our  
report, please contact us:  
[diversityandinclusion@weareams.com](mailto:diversityandinclusion@weareams.com)

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**A|M|S**

