

<b>Type</b>	Policy	<b>Number</b>	POL.HR.10118
<b>Level</b>	Global	<b>Version</b>	3.0
<b>Geographic Impact</b>	Global	<b>Effective Date</b>	28 Feb 2022

## **1 Policy Base**

Indivior PLC, its subsidiaries and related companies (the “Group”) is a high-paced, performance-focused organization driven by a compelling, patient-focused vision and centered on its Guiding Principles. We value our distinctive culture and believe it is a key source of sustainable competitive advantage.

We believe a diverse and inclusive workforce enables innovation, continuous improvement of quality, and increased speed and efficiency in meeting the various needs of our patients, customers and stakeholders.

We believe our people thrive in our culture, and come from a wide variety of backgrounds, nations, cultures, skills and experiences. We recognise the value of the creative potential that individuals of different backgrounds and abilities bring to their work.

## **2 Scope**

This Policy applies to all members of the Indivior workforce.

## **3 Equal Opportunities**

We are committed to equality of opportunity in all areas of employment and business regardless of personal characteristics. Equality means affording all employees equal treatment regardless of their actual or perceived age, disability, gender identity, marriage or civil partnership status, pregnancy or maternity status, race, gender or sexual orientation, ethnic or national origin, religion or other protected characteristics.

We are committed to providing a workplace environment where everyone has an equal opportunity to perform at the highest levels and realise their potential. This applies to all aspects of our employment policies and practices including:

- Recruitment, assessment and selection;

- Terms and conditions of employment;
- Compensation and benefits;
- Working environment;
- Personal development and training;
- Career progression; and
- Redundancy and redeployment.

## **4 Practices**

Supporting and promoting the diversity of our people is an important priority for the Board of Directors and the Executive Committee. We will achieve this through several initiatives, including the following, all of which will be implemented in accordance with our policy of equality of opportunity as set forth in section 2:

- Targeted sourcing of people from diverse backgrounds and cultures;
- Accelerated development of key talent within the organisation;
- Ongoing focus on creating an environment that allows all of our talented people to prosper.

## **5 SPONSORSHIP AND RESPONSIBILITIES**

All members of the workforce are responsible for creating and fostering a diverse and inclusive environment for their colleagues.

Senior managers are accountable for ensuring that our diversity and inclusion policies and programmes are implemented, understood and followed.

The Executive Committee is responsible for monitoring and oversight of this Policy and the Chief Human Resources Officer is the member of the Executive Committee responsible for its implementation.

Ultimate responsibility for this Policy rests with the Board of Directors.

## **6 MONITORING AND REPORTING**

We monitor the composition of our workforce and we will strive to ensure that we attract and maintain an inclusive, diverse and talented workforce. Our diversity data will only be disclosed in line with best practice and as required by law.