

Equal opportunities, diversity and inclusion

We all share a responsibility to contribute to a positive, inclusive and professional work environment. Equal Opportunities, Diversity and Inclusion (EDI) are important to Janus Henderson. We know that having a diverse and inclusive workplace comprised of team members from varied backgrounds and experiences will support our strategic vision of growth, globalisation and overall company success. Employing individuals with wider perspectives and from a broader skills base will lead to a more dynamic, innovative, responsive organisation in touch with changes and developments in our working environment.

EDI has a positive impact on our ability to attract and retain the best talent by creating a culture that values differences and embraces diversity of thought. We aim to foster an inclusive culture that develops and promotes employees based on their capabilities and does not tolerate any form of discrimination, bullying or harassment.

Equal opportunities

It is our policy to ensure equal treatment to employees, and prospective employees, and that every individual is treated fairly and with dignity and respect.

Janus Henderson does not permit unlawful discrimination of any kind against any person, to include, but not limited to, discrimination on the grounds of:

- Age;
- Disability;
- Gender expression, trans status or history, or gender identity;
- Marital and civil partnership status;
- Pregnancy and maternity;
- Race, colour, Nationality or ethnic origin;
- Religion or belief;
- Sexual orientation;
- Part-time or fixed term status; or
- Military or veteran status.

This also includes the perception of any of the above characteristics or discrimination by association.

Janus Henderson is committed to ensuring that all employees receive equality of opportunity in all aspects of their working life including recruitment, training, development, promotion and compensation.

You should behave in a manner that is in line with this policy at all times. We take a strict approach to breaches of this policy and will normally regard any breach as gross misconduct, which will be dealt with in accordance with our Disciplinary Procedure.

Janus Henderson embeds EDI into all aspects of training available. We will ensure that all employees have the appropriate training and development available, in a timely manner, to carry out their responsibilities in line with this policy.

If you believe you have been subject to discrimination or harassment, or if you have observed any conduct which could reasonably be perceived as discrimination or harassment, you should immediately report the situation to your supervisor or HR.

Our non-discrimination policy and non-harassment policies apply not only to our fellow employees but also to our clients, customers, suppliers, partners, investors and community members around the world.