

Fair Odds for Everyone

Flutter is fully committed to improving and championing diversity, equity, and inclusion (DEI). We want Flutter to be a place that not only welcomes and encourages difference, but truly draws on it. Including people of different backgrounds and perspectives can lead to a happier, more innovative workplace. The following data points are classified as “DEI data” and the protections outlined in this document apply to these data points:

- Sexual orientation
- Gender identity
- Religion/ religious beliefs
- Race
- Ethnicity
- Disability

We believe equity is a fundamental part of how we work, and we want our candidates and employees to think that too. Everything should start with fair odds for everybody, however it doesn’t always. We believe data unlocks the key to creating a more diverse, equitable & inclusive business, we actively monitor data on both potential candidates and colleagues to enable us to make informed decisions to help create an inclusive environment where everyone is welcome and can thrive. We use the DEI data to monitor and inform our long-term progress on:




- Rooting out bias and removing barriers to work.
- The fairness of our decision making.
- Widening our candidate reach.
- Understanding our people and how to improve their experiences at work.

The DEI data captured is always aggregated in any reporting and will never be used to identify you as an individual or make any decisions about you individually. It is not visible to anyone involved in the recruitment process for a particular role. We’d encourage you to provide answers to the questions below to help us with our long-term objectives, but if there is anything you don’t want to share, just select “prefer not to say”.

For information on the other data points that we gather, such as personal details, like gender, work history etc. please refer to our ‘Candidate Privacy Notice’.

Who can access information on me?

We will never use the DEI data you provide to identify you as an individual. In addition to that, we only give the leaders the data in an aggregated format so that equity & equality are at the forefront of our decision-making.

Confidentially Stored	Restricted Access	Restricted Reporting
		
The data will be stored in Workday, and you can go back and edit, update or remove it at any time. The data of individuals will never be printed, removed or downloaded from Workday.	Access is limited to a small group of people in order for them to carry out the reporting. This means that for the majority of roles in our business including your hiring manager, access is restricted. Everyone that has access	We will always report in an aggregated format when we share data. The DEI data listed above will only be reported if there are more than 5 people in a particular category;

	to reporting are subject to strict legal and contractual confidentiality obligations	otherwise, the data will not be shown to protect confidentiality.
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Anything you share that might require additional support must be raised with HR or your hiring manager, as they will not be aware of details of data entry.

Our Data Objectives are:

How do we use data to help us work better? Outlined below are the three core objectives of DEI data collection.

1. Diversity	2. Equity	3. Inclusion
<p>To understand the presence of difference in Flutter and whether we're welcoming, retaining and growing a diverse community of people into our organisation.</p> <p>We'll look at key insights to understand:</p> <ul style="list-style-type: none"> • The rate at which people join Flutter • What representation looks like across Flutter's spans & layers • The growth of under-represented groups at Flutter • Where in the application stage do people drop out? • Do people of different backgrounds leave Flutter at different rates? 	<p>We look at several equity dimensions to understand the impact and fairness of our decisions on people in our processes & practices.</p> <p>We'll look at key insights to understand:</p> <ul style="list-style-type: none"> • Pay decisions across different diversity demographics, for example • Progression & Promotion decisions across different diversity demographics 	<p>We don't all share the same experience at work. Peakon helps us understand the lived experiences of everyone at Flutter and their sentiment across several areas to help remove barriers and improve experiences.</p> <p>We'll look at key insights to understand:</p> <ul style="list-style-type: none"> • The experiences different diversity demographics have in areas like career opportunity & progression. • The experiences different diversity groups have from our candidates, through to managers and leadership teams.

Collecting this data means we can bring the same level of informed decision-making to DE&I as we would to any other part of the business. Enabling us to positively impact our processes, practises & ways of working, so everyone can thrive at Flutter.

That creates fair odds for everyone. A place where everyone feels they belong.

Version. 2

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