

Fidelity Master Trust

# Equity, Diversity, and Inclusion (EDI) Policy overview

**We are committed to Equity, Diversity, and Inclusion (EDI) to better serve our members. We have agreed an EDI policy which will sets out our strategy and aims to embed EDI in our practices as a Board.**

We know that equity is not the same as equality. We want to pursue equity by establishing a diverse and inclusive environment. We believe that ensuring diversity is not enough. We will strive to be inclusive with members of our governing body, and all our members of the Master Trust.

We have established a list of principles to help us drive our EDI strategy.

These principles are:

1. We will embed EDI across all areas of the Master Trust Board and in everything that we do.
2. We will promote a culture of inclusion where we acknowledge and celebrate differences, and the benefits this brings to our discussions.
3. We will learn about the challenges and barriers to equity. We want to combat discrimination to create an environment where differences are valued.
4. We will educate and raise awareness about EDI amongst our community.
5. We will use our power and influence to promote EDI in the wider market such as through our adviser selection.
6. We know that EDI is an ongoing process of good practice rather than a defined target.

At the start of each year, we review and agree our EDI aims. Now we have approved our EDI policy, our initial aims are to progress our understanding of EDI and begin to embed our learnings in all that we do.

We will be sharing our EDI principles, policy, and progress each year in our Chair's Statement. You can find the latest version on [retirement.fidelity.co.uk/master-trust/documents](https://retirement.fidelity.co.uk/master-trust/documents)

**The Trustees of the Fidelity Master Trust**

**Workplace Investing**

