

OUR EQUITY, DIVERSITY AND INCLUSION STATEMENT

Introduction

The Masonic Charitable Foundation (MCF), the Freemasons Charity, is committed to fostering a culture of EDI. The fundamental principles of Freemasonry: integrity, friendship, respect and service are reflected in our values: Responding to Need, Making a Difference and Striving for Excellence.

We strongly believe that diversity is a great asset to the MCF and we will ensure that everyone who works with and for us, as well as those we support through our charitable activities, feels respected, valued, and able to contribute meaningfully to our work.

Our Intent

We are determined that the MCF will be an inclusive organisation where individuals of any gender, age, race, ethnicity, religion, disability, sexual orientation, educational background or national origin — can thrive. We believe that this approach will make the MCF a great place to work and a great organisation to work with. We will promote an environment of listening, respect, openness, and mutual understanding towards everyone.

Our Commitment

- **Equity:** We pledge to treat all individuals – employees, volunteers, beneficiaries, partners, and stakeholders – fairly and equitably.
- **Diversity:** We value and celebrate diversity. We recognise the unique contributions that individuals from all backgrounds bring to our organisation. We will continue to seek out diverse perspectives and talents in all aspects of our work.
- **Inclusion:** We aim to maintain a culture of inclusion where everyone feels valued, heard, and empowered. We promise to promote an environment within which everyone can be authentic whilst working for or interacting with us.



Sir Paul Williams
Deputy President & Chairman



Les Hutchinson
Chief Executive