

Hi EDI Leads, Senior Managers, Champions, Ambassadors, and Allies

As we step into December, the final month of 2025, it's worth pausing to recognise just how much we've achieved together this year and how much courage, consistency, and commitment that has taken.

This work isn't easy.

It asks us to challenge discrimination in all its forms, to hold difficult conversations, to stand beside those whose voices are too often ignored, and to keep pushing for equity even when progress feels slow.

Yet throughout 2025, you have shown what authentic EDI leadership looks like.

- You have raised your voices when silence would have been more comfortable.
- You have challenged bias, harmful behaviours, and outdated systems.
- You have advocated for people whose stories needed to be heard.
- You have created safer workplaces where individuals can show up as themselves without shrinking, code-switching, or apologising for who they are.
- You have demonstrated what *real* allyship looks like: consistent, proactive, and year-round.
- You have supported colleagues facing discrimination, championed inclusive policies, and sparked organisational conversations that might never have happened without your courage.
- You have helped shift cultures not through grand gestures, but through daily, intentional acts of fairness and humanity.

So, this December, we want to say **thank you**.

Thank you to every Ambassador, Champion, Lead, Manager, and Ally who has stepped up this year.

Thank you for challenging inequalities instead of tolerating them, and for using your influence to open doors for others.

Thank you for believing that workplaces *can* be fairer, safer, and more equitable and for consistently doing the work to make it real.

As we close the year, let's carry forward everything we've learnt:

- that inclusion is a daily practice,
- that allyship is key, and
- that change happens because people like you choose to keep going.

We are proud of you, we appreciate you and we look forward to continuing this journey together.

Here's to the final month of 2025, and to an even more equitable 2026.