







---

i

reflecting ethnic representation. Race Action Plans is an umbrella term for a specific plan that aims to tackle race inequities in a company through setting clear targets and outlining specific activities the company will undertake. A balanced scorecard is a scorecard of measurements balanced between financial and non-financial metrics measuring outcomes, between metrics used for external stakeholders (financial and customers) and internal capabilities (internal processes and learning growth) and between short term results and longer term sustainable value creation.