



## TAKE PART IN TEA'S PILOT PROGRAM

Taking part is easy, safe,  
and puts you in a circle with other  
early adopters and leaders.

### STEP 1 INITIATE

1-year pilot program  
'Founding Member'  
status  
Commit to inclusive  
investor relations

### STEP 2 ESTABLISH

Prepare your  
bespoke policy  
Feedback and  
validation from TEA  
Manage  
project timelines  
and expectations

### STEP 3 ENACT

Implement your  
established policy  
Participate in TEA  
programs e.g.the  
Biggest Shareholder  
Event Ever

### STEP 4 MEASURE

Leverage TEA's  
progress tracking  
and 'check-in' tools  
Adjust policy  
expectations  
(within reason) in-line  
with findings.

### STEP 5 SHARE

Headline in TEA's  
annual reports  
and awards programs  
Report your activities,  
progress and findings  
in your annual report  
and accounts

## ONE-YEAR PROGRAM

