

Central England Co-operative Limited | Diversity and Inclusion Statement

Having a diverse and inclusive workplace enables the Society to represent our customers and the communities within which we trade. This in turn increases innovation, commercial success and engagement levels across the Society. A diverse and inclusive workforce makes the Society a great place to work.

Diversity means recognising and respecting our colleagues as individuals, understanding their differences and similarities and valuing their uniqueness.

Being inclusive means that we have a culture where everyone can be their best, are valued for who they are and for the work that they do, and where they feel they belong and are respected.

We are fully committed to having a diverse and inclusive workplace. Our commitment extends across all areas of the business including recruitment and selection, promotion, learning and development, reward and benefits, flexible working arrangements and diversity monitoring.

We believe that our colleagues, members, customers and suppliers have the right to be treated with dignity and respect. We believe that everyone should be free to come to work without fear of harassment or discrimination. We have a zero tolerance attitude to bullying, harassment, victimisation or discrimination of any kind.

We are committed to a workplace that is free from barriers regardless of:

Age	Culture	Caring responsibilities
Educational background	Gender	Gender identity
Marital/ civil partnership status	Physical appearance	Physical and mental ability
Political opinion	Pregnancy and maternity	Race or ethnicity
Religion or religious belief	Sexual orientation	

We recognise that diversity and inclusion is an area that is constantly evolving and therefore the list above is not exhaustive.

Our commitments

- To create a workforce that is representative of our customers, members and the communities in which we trade
- To recognise, respect and value the uniqueness that our colleagues bring to the Society
- To create a culture where everyone can be their best, are valued for who they are and what they do, and where they feel they belong and are respected
- To promote equal opportunities for all our colleagues
- To ensure that our commitment to a diverse and inclusive workplace is evident across our policies and ways of working
- To address any allegations of bullying, harassment, discrimination or victimisation

Approved by the Board of Directors

October 2017