



Leadership Team

Equality, Diversity & Inclusion Charter

whistl

Our Commitment

*To take ownership for promoting
Equality, Diversity & Inclusion
across all business areas and act
as role models for the business.*

What is ED&I? **No Barriers!**



Equality (Equity)

Ensuring everyone has access to the same opportunities. Equity recognises that advantages and barriers exist, and that, as a result, we don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance.



Diversity

The differences between us e.g. age, race, gender, ethnicity, religion, nationality, sexual identity, disability, but also experience, socio-economic background, education, different cultures and ways of thinking – basically anything that differentiates us from each other. Some differences are permanent and some change over time, they are what makes us all unique.



Inclusion

Ensuring everyone has a sense of belonging, feels valued, respected and supported without prejudice and their differences are appreciated.

Our Commitments

We fully commit to the following:

Support the commitments in the **Disability Confident Scheme** – and identify at least one action from below, that we will support, to make a difference for disabled people:



- *Inclusive and accessible recruitment*
- *Provide reasonable adjustments*
- *Support existing employees with disabilities*

We will also support the following activities:

- *Work experience*
- *Work trials*
- *Paid employment*
- *Apprenticeships*
- *Traineeships*
- *Sector-based work academy placements*

Support the **Valuable 500 initiative** for people with disabilities:



- *We commit to ensuring both visible and invisible disability is on the agenda at board-level*
- *We commit to developing our Diversity & Inclusion strategy and make Diversity & Inclusion training mandatory for all our People Managers*
- *We commit to reducing the stigma around discussing mental health, through various company initiatives focused on mental health awareness and support*

Support the **Race at Work Charter**: We commit to improving outcomes of ethnic minority employees in the workplace and we commit to five principles to address the barriers to recruitment of ethnic minorities and their progression. We have publicly committed to:



- *Have a Sponsor for Race at Work*
- *Capturing data and publicising progress*
- *Ensuring zero tolerance of harassment and bullying*
- *Making equality in the workplace the responsibility of all leaders and managers*
- *Taking action that supports ethnic minority career progression*



We also commit to:

- Holding each other, and our managers, to account on Diversity & Inclusion, in terms of their selection and recruitment practices; e.g. unconscious bias
- Calling out any behaviours that do not promote an inclusive workplace
- Act as allies and/or mentors to all groups and individuals
- To create an environment in which individual differences and the contributions of all team members are recognised and valued
- Create a working environment that is appropriate and meets the needs of every employee
- Not tolerate any form of intimidation, bullying, or harassment, and to take corrective action against those that breach our Anti-Harassment and Bullying policy
- Promote equality in the workplace, which we believe is good management practice and makes sound business sense
- Encourage anyone who feels they have been subject to discrimination to raise their concerns so we can address this to prevent reoccurrence
- Encourage employees to treat everyone with dignity and respect
- Regularly review all our employment practices and procedures so that fairness is maintained at all times.

Your **Leadership Team** for Equality, Diversity & Inclusion



“My role as EDI Lead for Whistl is to lead the EDI Allies group and develop an integrated approach to EDI in line with Whistl values, behaviours and best practice.”

EDI Lead

Louise O'Neil | HR Business Partner



“The success of Whistl is built on its people and our principles are about giving everyone an opportunity. I want this to continue and for everyone to recognise the value that each of us contribute and work in an environment where you can Be You.”

EDI Sponsor

Melanie Darvall | Director of Marketing and Communications



“As a sponsor for the Disability group I want to learn from others and better understand the challenges for those who identify as disabled whether visible or invisible. Alongside that, I’m hoping to play a small part in contributing towards how Whistl values diversity, treats everyone fairly and supports those in need.”

Joint Sponsor for Disability

Andy Underwood | Managing Director – Parcels (Whistl)

“I want to help and support my work colleagues to create a safe environment to talk and open up. I believe by creating a place in or outside of Whistl through activity and engagement, we can make a difference.”



Joint Sponsor for Disability

Michael Boulton | Managing Director – Cross Border Solutions

“I believe that gender equality is the responsibility of everyone at Whistl and it must be achieved for us to build a sustainable business into the future. I want to help develop an inclusive culture which;



- ✓ Recognises the value in gender diversity
- ✓ Challenges gender stereotypes
- ✓ Empowers and supports women to pursue their career aspirations
- ✓ Offers equal opportunities, within all roles and at all levels
- ✓ Provides a safe and open forum to discuss feedback and new ideas

Joint Sponsor for Women

Laura Sanjurgo | Commercial Director (Mail)



“People are at the centre of everything we do and by working together we ensure everyone is treated as equal with the respect they deserve creating great teams for today and the future.”

Joint Sponsor for Women

Fliss O'Hara | Commercial Director (Fulfilment)



“I am pleased to be the sponsor for race as it needs to be something that every single person at Whistl is responsible for and supports. I am looking forward to working with everyone to ensure issues of race are consciously at the forefront of our everyday thinking.”

Sponsor for Race

Mark Lawrenson | Head of Operations

Your **Executive Board Sponsors**



Gareth Hughes
Procurement & Property Director



Lynn Dillon
HR Director



Nick Wells
Executive Chairman