

# DIVERSITY & INCLUSION POLICY

**DIVERSITY IS BEING IN THE ROOM**  
**INCLUSION IS HAVING A VOICE**



Here at CP, we're all about Diversity & Inclusion. We know everyone performs their best when they feel comfortable and supported to bring their whole selves to work. When we create a space where everyone can raise their voice and share their unique perspective, we create potential for more innovation, more productivity, and greater employee wellbeing.

We know we're the best at what we do because we have the best people; when we select people for employment, promotion, or any other benefits, we will make decisions based on talents, abilities and performance. All employees involved in making these decisions have undertaken Unconscious Bias training, but we know this is just the start. Understanding our biases is an ongoing conversation at CP, and we're not afraid to call each other out when we get it wrong. We are constantly reviewing our recruitment practises to ensure we are as fair as possible.

We want everyone to have an equal opportunity to feel valued and respected, which means we will work with you to ensure you have all you need to achieve your best. Every person at CP brings their unique skills, experience and perspective and we want to celebrate that. We value your contribution no matter what you look like, your background and lived experience, or your identity.


We are striving for a more equitable workplace – that means recognising that we all have our own privileges and we haven't all had equal access to opportunities. Our training and personal development opportunities are open to all CPers, and every employee has the opportunity to work with our fab Learning & Development team to discover your unique strengths and share how CP can help you achieve your dreams.

When we mess up, we want to know so we can own up to our mistakes and move forward productively. We will hold ourselves accountable as individuals and as a company to ensure we can live up to our values.

We don't tolerate any kind of harassment, bullying and discrimination. We are committed to making our spaces safer and acting fast if we hear of instances where this policy has been breached. Please read our Harassment, Bullying & Discrimination policy to find out more about the definitions of these behaviours, how you can report incidents, and what our response will be.

## **Our Long-Term Goals:**

- Have a diverse workforce reflective of the communities we are in.
- Have full awareness of the challenges faced by individuals within CP and society, and enact policies and individual support to minimise their impact.
- Embed inclusivity and a celebration of diversity into the culture of CP.
- Actively listen to those who are under-represented or who may face discrimination and amplify their voices within CP and in the wider community.
- Work with external organisations to support the training of youth from diverse backgrounds to develop long-term diverse talent pools.



Our commitment to Diversity & Inclusion isn't a tick-box exercise. We look to Disrupt, Lead and Make Life Count in all we do, including D&I! We know that this is integral to our culture as we grow our business in an increasingly complex world. We are committed to living out our values, and that means taking tangible actions to ensure these long-term goals become a reality.

### **Some of the actions we have already taken to achieve this:**

- We have a Diversity & Inclusion Coordinator working to advocate for all things D&I.
- We have a progressive Menopause Policy that acknowledges the challenges faced by those experiencing the challenges of menopause.
- We are working with charities to support the career development of youth from diverse backgrounds.
- Our D&I committee is an open and supportive space for your voice to be heard. Our committee also runs monthly campaigns to improve awareness and engage everyone in D&I issues.
- We use Hive feedback to review employee wellbeing and create a space where people can voice their opinions and questions anonymously.
- Our flexible working policy allows everyone to balance their work and home life in a way that suits them.
- Our people undertake annual D&I training as a minimum standard.

### **Some of the future actions we pledge to take:**

- Publish an annual report on our diversity to ensure full transparency and accountability.
- Support the creation of Employee Resource Groups to act as a safe space and a voice for different demographics.
- Continually review the language used in all internal and external comms to ensure we are fully inclusive.
- Work to make our workplace more accessible for anyone with a disability, both virtually and in our offices.
- Develop internal training resources for managers on how to support individuals with different disabilities, neurodivergencies and life experiences.
- Review our job descriptions and adverts to ensure we are attracting diverse talent.
- Partner with third-party organisations to evaluate our diversity and inclusivity, and act on the specific guidance we receive for how we can do better.
- Hold internal and external events centred on D&I issues to create a space for conversations and to receive feedback on how we can continually improve.

We want to do better. If you have any feedback on our D&I policy and practises, we would love to hear it; you can share your thoughts by filling out this anonymous [survey](#).