



BRCA BETTER JOBS D&I CHARTER

- 1) OUR CEO WILL BE ACCOUNTABLE FOR DIVERSITY AND INCLUSION IN OUR BUSINESS AND WILL APPOINT AN EXECUTIVE WITH OWNERSHIP FOR D&I
- 2) WE WILL ENSURE THERE IS NO BIAS IN THE RECRUITMENT PROCESS AND WILL UNDERTAKE A TRANSPARENT PROCESS OF AUDIT
- 3) WE WILL TAKE POSITIVE ACTION THAT SUPPORTS OPEN CAREER OPPORTUNITY AND PROGRESSION AND WILL UNDERTAKE A TRANSPARENT PROCESS OF AUDIT
- 4) WE COMMIT TO CONTRIBUTING DATA ON OUR DIVERSITY IN THE WORKPLACE WHICH WILL FEED IN TO THE BRC BETTER JOBS DASHBOARD
- 5) WE COMMIT TO CREATE A RESPECTFUL, INCLUSIVE WORK ENVIRONMENT WITHIN WHICH EVERY EMPLOYEE HAS THE OPPORTUNITY TO MAKE A MEANINGFUL CONTRIBUTION TO THE COMPANY'S VISION AND VALUES
- 6) WE BELIEVE SUPPORTING EQUITY IN THE WORKPLACE IS THE RESPONSIBILITY OF ALL LINE MANAGERS

Creating retail jobs that are more productive, higher paid, fit for the future and more rewarding for the retail workforce.