

# **DESIGN FOR DIVERSITY**

## **THE PLEDGE**

By placing the Design For Diversity sticker on our website, we undertake to uphold the following:

### **1 Visibility**

We pledge that our channels – our websites, blogs and social media – will at all times endeavour to include people of every colour and gender and sexuality.

### **2 Opportunity**

We pledge to seek out Black, Asian and Minority Ethnic candidates to interview for roles that arise in our businesses. We will always hire the best person for the job, but we will endeavour to bring more diverse candidates through the process. We stop short of positive discrimination and we reject tokenism.

### **3 Accessibility**

We pledge that any events we hold – be they panel discussions or talks, dinners, receptions, or media events – will endeavour to include people of all colours and genders.