




2021 Issue

Company Policy

Diversity & Inclusion

Our internal objectives and commitment to a
diverse and inclusive workforce



A diverse and inclusive workforce is one of our strategic business objectives. Savile Row Projects Limited will always be an organisation that promotes equality, diversity, and inclusion in our office, with all our partners, interested parties and communities.

We encourage and value diverse perspectives across our workforce, our contractors, suppliers, and partnerships.

We are committed to creating an open and inclusive working environment, where our employees are empowered to thrive and treated with dignity and respect. Our approach is human-centric, and it is our goal to foster and promote an environment that allows our people to prosper and develop.

Internal Objectives

- Aim for our workforce to accurately represent our community, industry and location we work in including ethnic and gender diversity.
- Be a committed disability confident employer level 1.
- Raise awareness on mental wellbeing and provide support where required.
- Educate our workforce on the importance of creating an inclusive environment.
- Invest in upskilling the leadership team by providing inclusivity training and adopting an inclusive recruitment process. Train all those involved in hiring decisions on unconscious bias.

To achieve these objectives, we monitor our internal data, set clear targets, act where appropriate, encourage and support our leaders through internal and external training, as well as encourage an open-door policy across SRP.

- A robust, inclusive recruitment process to attract a diverse pool of internal candidates. All job adverts include a commitment to flexible working.
- Mandatory unconscious bias training for all employees.
- Inclusive leadership training programmes interwoven into all manager and leadership training workshops.
- Create an environment that encourages and supports agile and flexible working.
- A robust supplier selection process that ensures we partner with suppliers who share our values. This is done through an inclusive procurement policy and process.
- An inclusive procurement strategy that links with the organisational mission, objectives, values, and business strategy.
- Enhanced company policies, supporting our drive to become an inclusive environment for all, such as our equal opportunities, disability, and foreign workers policy.

Internal Framework

To ensure we are consistently achieving and improving, our D&I policy is overseen and promoted by our leadership team.

Our objectives, practices and framework are reviewed annually to seek any new potential initiatives and ensure existing objectives are being delivered.

This framework is integrated across the organisation and helps us to achieve our business objective of creating an inclusive culture where all employees can excel as themselves.

Interested Parties Commitment

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Savile Row Projects Limited is committed to ensuring that all our partners and suppliers share and adhere to the same standard.

As a partner to our suppliers, we appreciate the role we play in enabling our clients, along with the industries they operate in, to work and deliver services in an inclusive and equitable manner.

To effectively promote diversity in the workplace and our sector, our first step is to assess our suppliers diversity, equity, and inclusion. In addition, given the nature of work we deliver we are committed to assessing our supplier's environmental management and corporate social responsibility. This is done through our robust procurement process.

Savile Row Projects Limited is committed to only engaging with parties, clients and suppliers that meet these criteria.

Partnerships and Accreditations

We have partnered with :

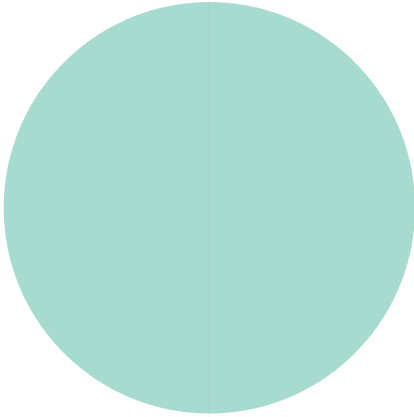

Employers Network for Equality and Inclusion:

www.enei.org.uk



We have attained the following awards and accreditations:





For further information about our company policies, please get in touch.

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