



PlanetMark

Planet Mark's Diversity Equity & Inclusion Statement 2021 and Beyond

Diversity, equity, and inclusivity is at the very core of Planet Mark, it is intrinsic to who we are and everything we believe in, for without it, sustainability itself is unachievable. At Planet Mark, we know that the diversity of our talents, ideas and experiences is our true strength. We foster an inclusive workplace where all employees are valued and have the opportunity to reach their full potential. We want everyone within our business to feel comfortable bringing their whole selves to work, respected, and appreciated for who they are, where they come from, and what they have achieved. Part of this commitment is being an equal opportunities employer.

Whilst diversity, equity and inclusion has always been at our core, at Planet Mark we recognise that to inspire positive change and encourage action we must do more. We must learn, listen, collaborate, challenge, and share best practice within our business and wider member community. We must empower and encourage our employees and community to use their voice. By doing so, we as a business and every Planet Mark member will play an active part in building a more equitable, brighter future for all.

Throughout 2021 and beyond Planet Mark commit to the following actions as part of our Diversity Equity and Inclusion strategy:

Diversity and Wellbeing Foundations

Planet Mark are committed to ensuring that diversity and wellbeing are integral foundations of the business and are at the forefront of everything we do.

- Registration as a Disability Confident employer and putting processes in place that enable positive action.
- Becoming a member and advocate of the Mental Health Charter as a commitment to proactively talking about the importance of mental wellbeing in the workplace and reducing the stigma associated with this important topic.
- Introduction of qualified mental health first aiders that are embedded within the organisation to deliver internal training on the importance of mental wellbeing at work.
- Sharing best practice with other businesses and collaborating to work in partnership in creating diverse workplaces that recognise the importance of employee well-being and resilience.
- Use our voice at every opportunity, from conferences to seminars and forums to promote the value of our business and people as an employer who is committed and recognises the importance of a diverse workforce.

Recruitment

We are committed to making careers in sustainability accessible for all. A combination of immediate and long-term action will enable the business to diversify the talent landscape at Planet Mark and to build a diverse talent pipeline for the future.

- Ensuring there is equality of opportunity for applicants and that pay is equitable.
- Establish programs and processes that systematically attract, develop, and accelerate the careers of all top talent.
- Ensuring all job descriptions and advertisements are unbiased and gender neutral.
- Out-reach activities with colleges and universities to build the future talent pipeline.
- Diverse interview panels.
- Planet Mark to be a brand ambassador for Includability – Promoting vacancies to a diverse audience and contributing to a community of likeminded organisations who what to become a step closer to creating a truly diverse and inclusive workplace.
- A commitment to ensuring all onboarding processes are consistent and fair for all.
- Committed to being an organisation that embraces and talks openly about neurodiversity, age, caring responsibilities, climate justice, disability, religion, ethnicity, gender, gender identity, relationship status, sexuality and socio-economical background in the workplace.
- Speaking at recruitment fairs and conferences about careers in sustainability.
- Measuring and utilising diversity, equity, and inclusion metrics to help enable the business to take steps to becoming a more diverse employer.
- Combining the conversation of diversity, equity, inclusion, and sustainability in all that we do.

External Relations

Planet Mark strive to be a business that is known for how it lives the values of diversity, equity, and inclusion. It is critical that as a business we embrace diversity in all its iterations. Our customers come to us with a multitude of viewpoints and experiences, and as business leaders we need to be able to respond and engage accordingly.

- Ensuring our external engagement reflects the values of diversity and concern for wellbeing.
- Volunteering days for employees are funded by the business for two days per person, each year.
- Committed as a business to achieve a 75% volunteering rate as a minimum every year.
- From January 2022 Planet Mark is dedicated to support an external charity that is selected by our employees along with our continued support of Cool Earth and Eden Project.

- Developing outreach partnerships to increase our profile as an employer of choice.
- Quarterly round tables facilitated on diversity, equity, inclusion and sustainability topics with our members.
- Speaking at external conferences about the role Planet Mark must play in tackling climate change and how diversity, equity and inclusion is part of the solution to making important changes in this space.
- Planet Mark is committed to being part of a network of organisations that work in together towards changing the outcomes for different under-represented groups.
- Create external content that is accessible for all – subtitles and audio functionality, gender neutral job descriptions and bias removed from all communications.
- Planet Mark Community Platform to offer a space for members to collaborate and share best practice on both sustainability and diversity, equity, and inclusion topics.
- Using media to broadcast and share interviews with members – Female board members and women in leadership roles, access to careers in sustainability.

Career Development

Planet Mark are committed to creating a workplace in which everyone's individual strengths and differences are valued, and all employees have an opportunity to accelerate their career to reach their full potential.

- Ensuring that pay and other awards are fair and free of bias.
- Clearly defined performance and development framework.
- Mentoring and buddy schemes in place to enhance career development.
- Use of psychometric tools to enhance effective team engagement and performance.
- A culture of continuous feedback across the business.
- Skills and capability mapping to ensure talent is utilised to its full potential.
- Empowering employee voice to encourage a sense of both belonging and workplace identity.
- Career development road maps to offer clearly defined line of sight for career progression for all employees.

Inclusive Culture

Cultivating an inclusive work environment helps us attract and retain diverse talent with wide-ranging skills and industry expertise who collaborate to provide the most innovative solutions for our clients.

- Creating the right environment so that every member of our team can reach their potential.
- Committed to ensuring Planet Mark has an even gender representation at an executive and management level.



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- A robust portfolio of up-to-date diversity and wellbeing policies in place that cover: recruitment, selection, training, promotion, discipline and dismissal, sickness absence, flexible working, discrimination, bullying and harassment and victimisation (respect and dignity at work).
- Equal opportunities and Modern Slavery statements and policies in the public domain with all employees educated on the importance and reasons for having these policies in place.
- Management training ensures that managers understand their responsibilities under the Equality Act 2010.
- Everyone is encouraged to actively challenge discrimination and stigma of all kinds politely and professionally. Senior managers speak out about stigma on mental health.
- Staff have access to external, confidential support through an Employee Assistance Programme, including access to four funded counselling sessions every year, if required.
- Offer a range of options on flexible working e.g. compressed hours, career breaks, job shares, homeworking and offers practical support to make it happen. It actively promotes the offer. Senior staff role model how to make it work.