



Abel & Cole's commitment to Anti-Racism - last updated on: March 2022

Here at Abel & Cole, a diverse, equal and inclusive culture is non-negotiable to us. We believe our workplace should be inclusive and positive; welcoming people with a diverse range of identities and backgrounds to feel comfortable bringing their whole selves to work, to have a sense of belonging, and to feel that their voices matter.

Where did we start?

We introduced an Equality & Inclusivity Committee in September 2019, to hold open and honest conversations in a safe environment to improve equality, diversity and inclusion within Abel & Cole. From there, we introduced Champion roles: LGBTQ+, Race & Ethnicity, Physical & Mental Health, and Gender Equality / Women's Champions.

Next, we introduced an Anti-Racism Charter in July 2020, to be clear internally on our commitment to being an Anti-Racist organisation, making an active and conscious effort to improve our diversity. The action plan continues to help ensure this is embedded in every part of our activity as a business, and we regularly review and improve our plan. The plan consists of four key pillars to help people within and outside of the business.

- **Our Colleagues:** How can we educate and support our people to make sure we are connected on diversity, inclusion, culture and values?
- **Our Recruitment:** What improvements can we put in place to encourage a workforce that is diverse in its make-up and inclusive in its behaviour?
- **Our Charity Initiatives:** How will we support and advocate BAME charities?
- **Our Content:** How will we make sure that our content is truly diverse and inclusive?

What have we achieved since July 2020?

Our Colleagues:

- Captured ethnicity and pay data, and undertaken an ethnicity pay gap review.
- Launched an E&I Library at our Wimbledon Head Office to raise awareness, encourage dialogue and support inclusivity (additional sites/online pending).
- Annual E&I Training implemented across all departments.
- Line managers have received Unconscious Bias Training.
- Committed to and signed the Race at Work Charter.
- Customer Services received training on how to handle racist and discriminatory conversations.

Our Recruitment:

- An independent review of our recruitment process has conducted by Blueprint For All. Their recommendations have since been reviewed and actioned.
- A Review of the recruitment agencies we work with to reinforce our commitments and to work with recruitment agencies who hold similar values and agree to support our commitments and efforts.
- Implementation of anti-unconscious bias practices, such as the removal of names, date of birth and places of education from a submitted CV both direct and from agency.

Our Charity Initiatives:

- Launched charity partnership with Blueprint For All (formally the Stephen Lawrence Charity Trust), including fundraising support.
- 2 x Abel & Cole Directors are mentors for Blueprint For All, helping to developing the careers of young people who need it most.
- In March 2022 we hosted a workshop for Blueprint For All's Entrepreneurship & Innovation Mentoring Scheme. The focus of this programme is to enable Diverse Ethnic Heritage/NEET (Not in Education, Employment or Training) young people to overcome practical barriers and secure the resources/ personalised support they need to succeed and gain employment or start their own business.

Our Content:

- All members of the Content & Creative team consider diversity with every brief, with the aim to represent our ethnically diverse customer base and colleagues through the content we create.
- Influencer briefs have a focus on diversity.
- Global cuisine recipes are internally peer-reviewed before sharing. Historical recipe archive was also audited to ensure language is inclusive.
- Our followers are regularly audited. The community management team follow a diverse and inclusive mix of accounts.
- Our Careers and recruitment portal pages were updated to better reflect our values and staff.

So much more to be done

Whilst we celebrate our achievements to date, we know there's so much more we can do, by reviewing and improving our Anti-Racism Charter. We continue to listen, learn and grow, and encourage our colleagues to listen, making Abel & Cole the inclusive company we want it to be, where colleagues feel they can bring their whole selves to work.



abelandcole.co.uk

16 Waterside Way, Plough Lane, London, SW17 OHB
Email organics@abelandcole.co.uk **Tel** 03452 62 62 62