

Diversity, Equity and Inclusion (DE&I) Action Plan 2021

Levelling the playing field within diversity, equity and inclusion is a key priority for us.

As a people Agency, a key element of creating a business where people can thrive is to increase diversity both in our offices as well as across our event staff. Our Diversity, Equity and Inclusion pledge sets out our lack of tolerance for harassment, discrimination, and offensive behaviour of any kind. It also informs all our hiring decisions so that we can create a workforce that is reflective of all ages, abilities, ethnicities, and sexualities.

The business community must fully commit to building truly inclusive organisations. This is why our strategy is designed to build on our policy and ensure that we are truly inclusive. We are taking steps to proactively lift barriers, have equal representation, eliminate any bias and discrimination in our working practices, and market ourselves ethically and responsibly. We're using our communication channels for good to raise awareness of under-represented minorities among our workforce and around the globe in our industry.

We have a long, long way to go.

But we believe we're better together.

#ElevatingEquality Targets

By June 2027 at least 20% of our permanent employee roles will be held by persons from underrepresented backgrounds .

By June 2027 at least 5% of our employees and event staff will be made up of people with disabilities.

Elevate are working in collaboration with [Sonya Barlow](#) of [LMF Network](#) to support us on our journey with all things diversity, equity and inclusion.

¹ Underrepresented refers to a person or group of people who are insufficiently or inadequately represented and who face barriers to opportunities due to mental health issues, physical health/disability, sensory impairment, learning disabilities, neurodivergence, substance misuse, survivors, working-class backgrounds, and those from the LGBTQIA+, and Black, Asian and minority ethnic communities or traveller communities.

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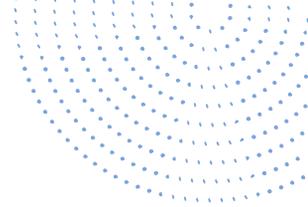
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Diversity of our Workforce

We've been carrying out a Diversity and Inclusion survey since 2013, with the aim of tracking the composition of our workforce and identifying where we need to improve.

By June 2027 at least 20% of our permanent employee roles will be held by people from an underrepresented background.

We're going to achieve this through the following steps:

- Having a global DE&I committee in place to drive our strategy, policy and objectives.
- Analysing our global database to breakdown gender, ethnicity and languages.
- Publishing our findings in an annual diversity report [HERE](#).

In our talent recruiting, hiring and management, we are:

- Unlearning and relearning behaviours, mitigating bias through #ElevatingEquality training for all of our employees and event staff.
- Training all of our employees and event staff through #ElevatingEquality on unconscious bias, allyship and specific management training for removing bias in hiring processes and practices.
- Putting in place recruiting methods that reach all – including those without internet access.
- Widening the net through advertising our vacancies on job boards aimed at reaching a more diverse talent pool

Disability

15% of the world's population live with a disability, yet disabled people are twice as likely as non-disabled people to be unemployed.

We've recognised that it's not enough to look at ethnicity, we need to also do better at including and representing people with physical and mental disabilities. So, we've set a target to guide us on the right path. This includes recognising invisible disability and non-physical accessibility. It also means making sure our work environments provide an inclusive and accessible environment, opening doors to all qualified individuals.

Through using our platform, we aim to challenge attitudes towards disability, increase our understanding and remove barriers to disabled people and those with long-term health conditions.



Responsible Marketing

We recognise the responsibility we have to market Elevate responsibly. To achieve this we're adding an inclusive lens to our marketing and tone of voice, which includes equal representation across all imagery and content. We also ensure our social media is accessible by adding image descriptions and subtitles.

We commit to using our platform to amplify positive messaging and mark awareness days throughout the year including: Black History Month, International ' 'Women's Day, PRIDE and Disability Day, amongst other key days that can be celebrated

Anti-Bribery

We are committed to the practice of responsible corporate behaviour and to complying with all laws, regulations and other requirements which govern the conduct of our operations. Elevate is fully committed to instilling a strong anti-corruption culture and is fully committed to compliance with all anti-bribery and anti-corruption legislation including, but not limited to, the Bribery Act 2010 and ensures that no bribes or other corrupt payments, inducements or similar are made, offered, sought or obtained by us or anyone working on our behalf.

Full details can be found in the Employee Handbook.

Prevention of Harassment and Bullying

Elevate staffing commits to:

- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice

Elevate Staffing has a zero-tolerance policy toward harassment and bullying.



Ethics

We are committed to the practice of responsible corporate behaviour. Through its business practices the Company seeks to protect and promote the human rights and basic freedoms of all its employees and agents. Further the Company is committed to protecting the rights of all of those whose work contributes to the success of the Company, including those employees and agents of suppliers to the Company.

We are also committed to eliminating bribery and corruption. It is essential that all employees and persons associated with the Company adhere to this policy and abstain from giving or receiving bribes of any form.

Human Rights

The Company is vehemently opposed to the use of slavery in all forms; cruel, inhuman or degrading punishments; and any attempt to control or reduce freedom of thought, conscience and religion.

The Company will ensure that all of its employees, agents and contractors are entitled to their human rights as set out in the Universal Declaration of Human Rights and the Human Rights Act 1998.

The Company will not enter into any business arrangement with any person, company or organisation which fails to uphold the human rights of its workers or who breach the human rights of those affected by the organisation's activities.

Full details can be found in the Employee Handbook.

This action plan is non-exhaustive, and all aspects of the Company's business should be considered in the spirit of this pledge.