



DIVERSITY AND INCLUSIVITY

SCOTCH WHISKY CHARTER



@ScotchWhiskySWA



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www.scotch-whisky.org.uk

AN INCLUSIVE WORKFORCE

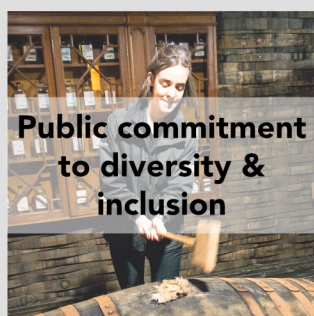
We want our industry to reflect and celebrate Scotland's diversity and the diversity of our global consumers and employees, and we want to attract talent to our businesses in Scotland and beyond. We want our industry to be known for equal opportunities, fairness and the respect of difference across gender, ethnicity, disability, age and sexual orientation.

THE BUSINESS CASE

Companies with a diverse workforce tend to be more collaborative, productive and profitable. They are better at recruiting and retaining talent. They understand customer groups and new markets differently, and produce better products. Inclusive companies foster a culture where every employee feels valued and recognised.

Scotch Whisky companies commit to building a more diverse and inclusive industry by signing up to this Charter on Diversity and Inclusivity.

The signatories to this Charter believe that a commitment to diversity and inclusion is essential to ensure that we reflect the society of which we are a part.



Public commitment to diversity & inclusion



Access to examples of good practice



Benchmarking of performance



Opportunity to lead and shape the diversity & inclusion agenda across the Scotch Whisky sector

The Charter

- Aspires to a gender balance of 50:50 female/male ratio in the workforce and elimination of any gender pay gap;
- Commits companies to actively support equal opportunities and treatment in the Scotch Whisky sector;
- Recognises the diversity of the sector and that companies will have different starting points;
- Acknowledges that for different under-represented groups there are varying barriers to entry into the industry, and that effort to address these barriers is required at an individual company level; and
- Encourages the sharing of best practice on diversity and inclusivity.

Companies who sign the charter commit to promote diversity and inclusivity by:

- Having one member of our senior executive team who is responsible and accountable for diversity and inclusion;
- Reviewing internal practices and policies to ensure that everyone has the same opportunities;
- Improving gender diversity at all levels of the business;
- Ensuring transparency and fairness within recruitment practices, engaging more diverse and inclusive search practices to support our efforts in building a diverse talent pool;
- Signing up to the DWP's Disability Confident scheme;
- Supporting the Scotch Whisky Rainbow Network;
- Addressing our website accessibility to identify and overcome shortcomings.

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THE SCOTCH WHISKY ASSOCIATION

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