

# ED&I as a sustainability goal: 3 actions to take today

## 1 Move beyond compliance

- ✓ Actively promote diversity across all protected characteristics.
- ✓ Identify gaps in your workforce demographics and take steps to address them.
- ✓ Partner with universities, charities and training providers to remove employment barriers.

## 2 Focus on equity, not just equality

**Equality:** Treats everyone the same.

**Equity:** Ensures everyone has fair access to opportunities.

- ✓ Create an **open door policy** for employees to voice their needs.
- ✓ Adapt work environments and communication styles to be more inclusive.

### Are you thinking about:



Neurodivergent  
employees



International  
clients



Diverse  
teams

## 3 Make accessibility a priority

- ✓ Ensure physical and digital spaces are **easy to navigate** for all users.
- ✓ Offer **reasonable accommodations** for employees.
- ✓ Simplify web content, ensure compatibility with screen readers and make company events **more inclusive**.

And remember...

**D&I requires continuous effort and learning.**

By embedding ED&I into your ESG strategy, you're building a fairer workplace, a stronger business and a more sustainable future.