

DIVERSITY AND INCLUSION AT IRISH DISTILLERS



OUR PURPOSE

To create a work environment where people feel comfortable to truly be themselves and confident to share who they are with the people they work with.

HOW DO WE DEFINE DIVERSITY



Diversity can be defined as the visible and non-visible differences between individuals. These differences can be related to race, ethnicity, religion, age, disability, sexual orientation and gender, as well as the many differences in values, attitudes, beliefs, cultural views, skills, knowledge, education, background, employment, parenthood, marital status, and life experiences of every individual.

HOW DO WE DEFINE INCLUSION



Inclusion refers to the act of creating workplace environments that foster a sense of belonging, openness, psychological safety and mutual respect. An environment in which any individual or group feels welcomed, respected and valued to fully participate and contribute. Inclusive workplace environments incorporate new and diverse ways of thinking, interacting and working, into the way business is done - so that all individuals, whether members of majority or minority groups, can contribute fully to the organisation's success and have their voice heard.

DIVERSITY AND INCLUSION IS GOOD FOR OUR PEOPLE, OUR CUSTOMERS AND OUR COMMUNITIES



Diverse and inclusive environments:

- ✓ encourage greater innovation, though the inclusion of different perspectives;
- ✓ foster a culture of respect, courtesy and dignity;
- ✓ ensure that all people are aware of their rights and responsibilities in relation to equal opportunity, fairness and respect for all aspects of diversity;
- ✓ enable us to attract, develop and retain key talent;
- ✓ create a dynamic work environment that improves well-being, engagement and productivity;
- ✓ develop greater understanding of customer preferences and perspectives;
- ✓ forge a deeper connection with the communities in which we operate.

OUR DIVERSITY & INCLUSION OBJECTIVES

- 1 To increase diverse representation in our workforce
- 2 To build inclusive leadership capability and understanding of the value of inclusion throughout the business
- 3 To ensure all our people have equal access to opportunities and are equitably rewarded and recognised for their contributions
- 4 To mainstream workplace flexibility where possible
- 5 To foster a healthy and inclusive working environment in which all our people can thrive, succeed and collaborate
- 6 To measure success through robust targets and shared responsibility



AREAS OF FOCUS

CULTURAL

Commitment:
To create a diverse workplace environment that values and celebrates all races, ethnicities, religions and cultures which are representative of the diverse communities in which we operate



GENDER EQUALITY

Commitment:
To provide a fair and equitable workplace culture where men and women have access to the same resources, opportunities and rewards



LGBT+

Commitment:
To support and celebrate the inclusion of our Lesbian, Gay, Bisexual, Transgender, and Intersex employees and promote allyship*



*being an ally means being an active and consistent advocate for minimizing bias, increasing inclusion, and advancing equity in situations where you can directly impact people.

FLEXIBLE MINDSET

Commitment:
To continue to create a flexible working mindset, developing, encouraging and role modelling flexible working practices



LIVE WITHOUT LABELS