

Travel Chapter Equality, Diversity & Inclusion Commitment

Our Commitment

At Travel Chapter, we believe that a diverse, equitable and inclusive workplace helps our people, communities and business to thrive.

We are committed to creating a workplace where everyone is treated with dignity, fairness and respect, where individual differences are valued, and where every colleague has equitable access to opportunities to contribute, develop and succeed. We want every colleague to feel safe, respected, heard and able to be themselves at work without fear of discrimination, exclusion or harassment.

We are committed to preventing discrimination, harassment and victimisation and to promoting equality for all individuals regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, socio-economic background or any other characteristic that makes people unique.

We recognise that achieving equity may require different types of support for different individuals and are committed to identifying and removing barriers to participation, development and progression wherever possible.

Our Commitments

- Promote equality of opportunity throughout our business.
- Foster an inclusive, respectful and supportive workplace culture.
- Value different perspectives and encourage every colleague to contribute.
- Attract and recruit talent through fair, inclusive and accessible recruitment processes.
- Make reasonable adjustments and continually improve accessibility for colleagues, candidates and customers where practicable.
- Promote psychological safety and belonging, enabling colleagues to contribute and thrive.
- Listen to colleagues through employee engagement, workforce demographic monitoring and regular feedback.
- Support inclusive leadership through learning and development.
- Regularly review our policies and practices to identify opportunities for continual improvement.
- Be transparent about our progress and use workforce insights to drive continuous improvement.

Governance

This commitment is approved by Travel Chapter's Executive Leadership Team and is supported by the Chief People Officer, the People Team and the Company's ESG governance framework.

All leaders are expected to role model inclusive behaviours and contribute to the delivery of our Equality, Diversity and Inclusion commitments through the decisions they make and the environments they create.

Supporting Documents

- Equality, Diversity & Inclusion Policy
- Justice, Equity, Diversity & Inclusion (JEDI) Action Plan
- Gender Pay Gap Report