

Key focus area	Guiding principles
<p>1. Supporting our people to thrive</p>	<ul style="list-style-type: none"> • Everyone has a voice. • There is a safe space and opportunity to have your voice heard. • There is an opportunity for introverts to contribute. • We are good human beings, considerate to others, and respect our people. • Diversity can be invisible (i.e. it is not always obvious compared to gender, age and culture) and understanding the diversity of our people will strengthen the company value. • We can get initiatives underway easily as we are a small and agile company. • We embrace diversity and inclusion genuinely and not as a corporate tick box activity. • We ensure our office environments and social events are non-judgemental, welcoming to all (i.e. alcoholic and non-alcoholic options, dietary requirements, etc) and timed not to disadvantage people (i.e. part time workers and collecting children from day care). • Connecting people and understanding their backgrounds.
<p>2. Activities to raise awareness</p>	<ul style="list-style-type: none"> • We advocate for our colleagues when they do not feel comfortable to speak up. • We all lead by example. • We come together by offices and/or shared work area interests to learn and connect with each other. • We celebrate cultural days and festivals to improve our understanding of our staff and communities that we work in. • We strengthen our diversity and inclusion understanding with pragmatic activities and panels to encourage healthy debate.
<p>3. Improving our practices</p>	<ul style="list-style-type: none"> • We will ensure that our recruitment practices are up to date with the latest diversity and inclusion thinking, including suitable training. • Our website reflects our people, activities and practices so it is attractive externally and truly represents our values and the Morrison Low way. • Our staff meetings reflect our diverse management structure and empower our staff and the next generation of leaders. • We are social champions and give back to our local communities. • We are diversity and inclusion leaders internally and externally with our choice of language. • Our diversity is our strength, our different backgrounds make us more adaptable and understanding to our people and clients.