

ETHNICITY IN THE WORKPLACE

Recruiting and retaining diverse employees plays a critical role in our ability to adapt, grow and sustain a competitive advantage.

It is extremely important to recognise the benefits of having a racially, ethnically and socially diverse workforce. It is also essential that any conscious or unconscious prejudice or stereotypical views are identified and dealt with to prevent discrimination.

The benefits of improving our diversity include:

- a wider talent pool to draw from
- improved decision-making
- gains in employee welfare and efficiency
- prevention of marginalisation and exclusion
- higher productivity and increased revenue
- greater flexibility and adaptability
- increased innovation
- development of new products and services
- improved accessibility to new and diverse markets
- reduced turnover costs
- fewer internal disputes and grievances
- improved company reputation management
- more efficient risk management (eg legal risks due to non-compliance)

By striving to understand the social and cultural complexities involved in embracing diversity, we aim to be diversity leaders in our industry.

Key definitions:

To improve our diversity, everyone needs to understand some of the key terms:

Workplace racial discrimination: any exclusion, restriction or preference based on race, colour, descent or national or ethnic origin which has the purpose of impairing an employee's ability to exercise their rights to equal standing.

Ethnic group: refers to people who identify with each other through factors like common heritage, culture, ancestry, language, dialect, history, identity and geographic origin.

Ethnic minority: mainly refers to any ethnic group that is not dominant socially, economically or politically.

Implicit bias: a negative association that people unknowingly hold, for example, an opinion or view expressed automatically, without conscious awareness. For that reason, it is also called unconscious or hidden bias.

Inclusion: genuinely incorporating traditionally excluded people into processes, activities and decision/policy-making in a way that shares power.

For more information, visit Unite:

Our [Fairness Inclusion and Respect policy](#)

Our [Code of business conduct](#)

