



# Currys Group Inclusion & Diversity Commitment and Principles

In this document you'll find our global commitment to Inclusion & Diversity (I&D), some common definitions and supporting principles for the organisation, our people leaders and our colleagues

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## Introduction

To achieve our vision - we help everyone enjoy amazing technology - we need to reflect the diversity of our customers and society throughout our global workforce wherever we operate. We recognise that supporting diversity is not only the right thing to do, but also critical for our colleagues, customers and shareholders.

We believe that celebrating diversity, securing equal opportunity for all our people, and building an inclusive culture where people belong are a competitive differentiator for our business.

In this document we set out our global commitment to Inclusion & Diversity (I&D), some common definitions, and supporting principles for the organisation, our people leaders, and our colleagues.

## 1. Our Inclusion and Diversity (I&D) Commitment

Our commitment is woven into our values and our belief that we in Currys are at our best when we embrace the diversity of all of us, regardless of what we look like, where we come from, or who we love.

At Currys Group we are committed to building an intentionally inclusive culture where everyone feels that they belong, where we can all be at our best, and where diversity is seen as a strength.

We strive to achieve this by reflecting the diversity of the communities in which we operate, serving the needs of our diverse customers, celebrating and valuing the diversity of our colleagues, and building an inclusive workplace.

## 2. Definitions

### Diversity

- the mix of individuals in society and work; including people from different genders and gender identities, nationalities, cultures, ethnicities, generations and life stages, orientations, backgrounds, skills & abilities, with different learning, thinking, and personality styles.
- our sense of individual identity or what makes us unique, made up of many visible and invisible dimensions which shape who we are and how we relate to others.



## Inclusion and Belonging

- a culture that empowers all of us to be at our best and reach our full potential, by contributing diverse perspectives and skills to the success of the team and to Currys
- an environment where we all feel that we belong, feel welcome and safe to be ourselves, and are valued because of the diversity we bring.

## Equality

- ensuring everyone has equality of opportunity through a fair and consistent approach to the application of rules, policies, procedures, and how we develop, promote, recognise and reward colleagues.

## Equity

- recognising that all of us have different needs, and taking steps to remove barriers and level the playing field, ensuring we have what we need to fulfil our potential.

# 3. Principles

## Organisational Principles

Each operating company (region/entity/country) within Currys group will

- Ensure the top leadership team demonstrates executive sponsorship, showing that I&D is a strategic priority and acting as allies and ambassadors to help accelerate progress.
- Articulate a locally relevant I&D strategy with clear priorities and deliverables, and a governance framework owned and sponsored by senior leadership.
- Proactively listen to and engage with colleagues in the development of strategies/policies and activities to support I&D.
- Ensure that everyone employed by or working on behalf of the company is clear on our values and expected standards of behaviour, and that we will not accept or condone bullying, harassment, or discrimination of any type.
- Maintain a clear Inclusion & Diversity (or similar) policy which is actively communicated and accessible to all colleagues and supported by robust training.
- Ensure people policies are compliant with local employment equalities legislation, support our equality, inclusion and diversity aims, and are backed up by clear internal processes to support managers and colleagues in the resolution of any I&D related issues.



## People Leader Principles

People Leaders will

- Take ownership and treat I&D as part of their day job, recognising the value of diversity, looking for diverse talents, leading and growing diverse teams.
- Lead from the front by role modelling and championing inclusive behaviours, creating an inclusive culture where our amazing people can be themselves, belong, and grow.
- Proactively look for opportunities to improve own confidence, capability and understanding of I&D.
- Appropriately challenge and manage any instances of non-inclusive behaviours including any form of bullying, harassment, or discrimination.

## Colleague Principles

All colleagues will

- Actively contribute to an inclusive working environment by treating fellow colleagues and customers with mutual respect, acting with dignity at work.
- Be open to difference and continuous learning by taking part in local awareness, learning or training activities which promote I&D.
- Familiarise themselves with the appropriate local Inclusion & Diversity policies to ensure they are clear on the standards of behaviour we expect as a company.
- Use the appropriate channels to speak up around any non-inclusive behaviours they may experience or witness.

## 4. Documentation retention

Please make sure that you follow the document retention guidelines in our Data Retention Policy for any records created as a result of these processes.

A quick note. If you've printed this document, remember that it could be out of date and might not be reliable. For the most up to date information please visit the policy section within People Place. Please also be aware that this policy is non-contractual and may be amended from time to time.

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## Other useful documents

- [Equality, Inclusion & Diversity: Dignity at Work Policy \(UK&I\)](#)