

DIGNITY AT WORK CHARTER

CONTEXT

The UK Convenience and Wholesale sector is a vibrant, thriving sector that offers positive work opportunities to hundreds of thousands of people, and many more from suppliers to it and related industries. However, the labour pool is shrinking and it is our collective responsibility to make the industry an attractive place to work in order to sustain the sector and the economy. A core component of this is to ensure the safety and dignity of our people at work.

Currently, retailers, wholesalers and suppliers safeguard their shoppers and employees through their own workplace policies. However, this duty of care can only be delivered on if we have confidence that the businesses we deal with as suppliers, customers, and service providers are aware of and working to common principles. This means the sector coming together to articulate what is acceptable behaviour, define standards and provide training resources and support.

OUR COMMITMENT

We believe that everyone has the right to a safe and respectful working environment.

We value each other and respect each other's human rights and individual differences. We celebrate these differences and rely on them to help create an energising culture; a culture that is inclusive of all individuals and benefits from diversity of thought, skills, experience.

There is no place for any form of harassment, discrimination, aggression or misconduct in our industry and such behaviour runs contrary to the ideals of the industry.

OUR PURPOSE

We are committed to improving the standards of behaviour during interactions between colleagues from different businesses, either in normal day to day commercial dealings, or at industry events and other places where people meet, so that everyone in the industry feels more positive and confident that they will be able to work and flourish in the sector.

We shall do so through the following focus areas.

- Set the Dignity at Work standard for the industry
- Drive awareness across the industry through member organisations
- Encourage the development and sharing of training and support
- Share good practice on mechanisms to apply these standards

THE DIGNITY AT WORK STANDARD

- We strive to provide a harassment free environment within our shops, depots, warehouses and offices and at industry events
- We will be receptive to and take seriously reports of behaviour, from members of our own company, that contradicts this contract.
- We will not tolerate anyone being subject to physical, sexual, racial, psychological, verbal, or any other form of harassment, bullying or abuse.

THIS CHARTER IS ENDORSED BY:



HABITS THAT ADVANCE INCLUSION



INVITE DIFFERENT IDEAS

Proactively ask for unique perspectives from a variety of backgrounds and experiences.



USE ACTIVE LISTENING

Listen in appreciation of what others are sharing.



CONNECT TO OTHERS' IDEAS

Build on others' ideas to move forward a shared objective.



WORK THROUGH MISUNDERSTANDINGS

If you disagree with something, explain why, and be open to revising your opinion.



SPEAK UP FOR OTHERS

If someone is ignored or overlooked, respectfully interject on their behalf to ensure everyone is heard.