

Reconomy joins over 1,100 organisations by signing the Race at Work Charter

1 year ago



[Reconomy](#), the leading international circular economy specialist, has joined over 1,100 employers in signing up to the Race at Work Charter, an initiative designed by Business in the Community for businesses to collectively commit to improving equal opportunities for Black, Asian, Mixed Race and ethnically diverse employees.

While the Race at Work Charter is a UK standard, Reconomy will implement the principles of the Charter across all its brands internationally. Reconomy currently operates across more than 80 countries, with more than 4,000 colleagues servicing over 22,000 diverse international customers.

The Race at Work Charter calls on businesses to:

- Appoint an Executive Sponsor for race
- Capture data and publicising progress
- Ensure zero tolerance of harassment and bullying
- Make equality in the workplace the responsibility of all leaders and managers
- Take action that supports ethnic minority career progression
- Support race inclusion allies in the workplace
- Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains

Launched in 2018, the Race at Work Charter builds on the work of the 2017 McGregor-Smith Review, which found that people from Black, Asian, Mixed Race and ethnically diverse backgrounds are still underemployed, underpromoted and under-represented at senior levels.

Lyndsey Denning, Chief People Officer at Reconomy and its Executive Sponsor for Race, said: “Promoting

diversity, inclusion and fairness is fundamental to Reconomy's values and we are pleased to publicly affirm them by becoming a signatory to the Race at Work Charter. While the Charter is a UK standard we are committed to implementing its principles across all of our international brands as we grow our footprint. Recruiting the best employees is pivotal to the success of Reconomy's people-powered approach and this step demonstrates our intent to harness talent across all communities and backgrounds by improving opportunities for ethnically diverse people."

Sandra Kerr CBE, Race Director, Business in the Community, said: "We would like to thank Reconomy for publicly committing to be an inclusive and responsible employer. By signing up to the charter, they are joining over 1,000 businesses who are working together so that the UK can have one of the most inclusive workplaces in the world. By taking collective action, we can break down workplace barriers, raise the aspirations and achievements of talented individuals regardless of their ethnicity and deliver an enormous boost to the long-term economic position of the UK."