

## Bidvest Noonan Retains Diversity Mark Accreditation, Reaffirming Commitment to ED&I

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**Bidvest Noonan** has retained its Diversity Mark Accreditation, reaffirming its commitment to Equity, Diversity & Inclusion (ED&I). At a time when a growing number of companies are scaling back their diversity and inclusion efforts, Bidvest Noonan continues to place ED&I at the heart of its business strategy.

This achievement recognises the company's sustained progress in building a more diverse and inclusive workplace. The accreditation is awarded following an independent assessment process that verifies an organisation's commitment to advancing ED&I. By retaining this status, Bidvest Noonan demonstrates that it has built a strong and enduring foundation for inclusion, one that reflects its values and deep commitment to its people.

Bidvest Noonan has accelerated its ED&I journey with the launch of its ED&I strategy focused on three key priorities: Enabling Experiences, Belonging, and Inclusive Society. Guided by a vision of a workplace where inclusion is at the core of everything the company does, diversity is celebrated, and every voice is heard, the company has implemented a wide range of impactful initiatives.

These include the establishment of a new ED&I Council to steer its strategy and ensure accountability at the highest level, as well as the launch of multiple colleague-led communities focused on Gender Balance, Accessibility, Race & Ethnicity, and Wellbeing. The business has also introduced inclusive leadership development, inclusive recruitment and talent practices, wellbeing programmes, and a series of social value initiatives that extend its impact beyond the workplace and into the communities it serves.

Julie Mernagh, Chief People Officer at Bidvest Noonan, commented: “Our people are our greatest strength, and creating an inclusive culture for them is important to our success. Retaining the Diversity Mark accreditation shows the commitment and hard work of our teams to make diversity and inclusion part of our DNA. We are incredibly proud of this achievement, and it energises us to continue building on this momentum.”

Chandrika Deshpande, Director of Organisational Development at Bidvest Noonan, said: “This achievement marks an important milestone in Bidvest Noonan’s ED&I journey. Over the past year, we launched an ambitious ED&I strategy with clear goals to embed inclusion at every level of our organisation. It’s an exciting time inside our business and incredibly rewarding to see our efforts recognised in this way.”

Lesley Miller, Strategic Project Lead at Diversity Mark, said: “Congratulations to Bidvest Noonan for retaining their Diversity Mark Accreditation. This is a significant milestone that demonstrates their commitment to ED&I in challenging times. Diversity Mark applauds Bidvest Noonan for their focus on Culture, ERGs, Recruitment and Leadership Development as well as providing an example of what can be achieved in their industry.”