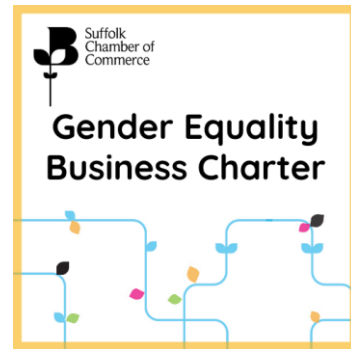


# Suffolk Chamber Gender Equality in Business Charter



1. We represent and support the communities which we serve
2. We acknowledge that business cannot reach its full potential unless it can benefit from the talents of all. We commit to advancing equality in our business, in particular measuring and addressing the loss of women across the career pipeline and the gender balance across board and senior management roles
3. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles. We have named a board level sponsor for equality and charter commitments
4. We commit to measuring and tackling the gender pay gap, with an action plan published to all our employees
5. We commit to removing any obstacles faced by employees
  - a. at major points of career development
  - b. in major points of life change, including (but not limited to) return to work post maternity/paternity leave
  - c. reviewing basic workplace provisions such as facilities, shift patterns, transport and flexible working
6. Equality and diversity is supported through all staff training (including the identification of unconscious bias in the workplace and in recruitment) and as to how we engage with our staff