

Being Yourself @ Burtons



At Burton's we believe that 'Being Your Best', means becoming the best version of yourself.

Our people are our most valuable asset and we love that our employees come from all different walks of life, culture's and backgrounds. As an organisation we believe that these differences provide us with unique opportunities to become a more competitive and diverse place to work.

So what does 'Being Yourself' mean?

This means bringing the most authentic version of you to work, knowing that not only is it ok to be yourself, but that being yourself can actually bring value to the business. We are all unique and we believe that our individual differences have the ability to make us a more creative, progressive, knowledgeable and fun place to work.

We do however understand that for some people 'Being yourself at work' can be easier said than done, so we are committed to reviewing opportunities that will provide our people with the confidence to be themselves at work and develop into the best versions of themselves at Burton's.

As a business we are committed to the continuous improvement of diversity and equality in the workplace and as such we have created an action plan, agreed with the board, to focus our efforts on key areas, including (but not limited to): Our policies, Employee and Management training, Awareness and Recruitment.

We embrace and encourage diversity in its broadest terms, including age, gender, sexual identity, ethnicity, nationality, culture, language, religion, physical ability, education and skills.

We want to maintain an environment in which individual differences and the contributions of all our employees are recognised and valued, and where dignity and respect are promoted.

All our employees have a responsibility to treat each other with dignity, fairness and respect, and we will not tolerate any form of discrimination to our colleagues, customers or consumers.

What can you do to support Diversity and Inclusion at Burton's?

- Ensure that you have completed the Unconscious bias training that we have provided for all team members
- Remember that we all have 'unconscious bias', so be aware of where you might be applying it and refer to the training to consider how to remain objective in your interactions and decisions
- Speak with your Manager or HR if you have any concerns or have observed behaviours that do not reflect our values on Inclusion and Diversity

We are on a journey together and your ongoing feedback and support of our values on Inclusion, Diversity and Equality is important to us.

We would love to hear from you on what we can do differently to improve things and welcome any ideas that you feel may be worth us considering.

If you would like to share any views or ideas about what we could do differently, please email: beingyourself@burtonsbiscuits.com