A MANIFESTO FOR OPPORTUNITY

CEO PLEDGE

We believe that a sector that provides insight and evidence needs to be representative of the world it serves, and we are committed to creating an environment where the only barriers to progress are personal choice and professional competence.

To that end, we commit to:

1. Publish pay statistics annually and demonstrate clear, sustained progress towards gender and BAME pay parity.

2. Work towards ensuring all our staff are fully representative of the diversity of the UK.

3. Work towards achievement of government targets on inclusion of women and BAME people at executive committee and Board level.

4. Improve recruitment of a representative intake with initiatives such as ending unpaid internships and supporting school and university and apprenticeship programmes.

5. Create safe places to work for all, committing to:
   - timeTo Code of Conduct*.
   - A proactive culture that supports whistleblowing.
   - Train staff to recognise and create systems to support those who need help for stress or mental health issues.