



**PAVILION**  
RECRUITMENT

## Diversity and Inclusion Statement

**18<sup>th</sup> January 2021**

2020 was undoubtedly a tough year for everyone but one of the highlights for me was working with some amazing individuals and businesses who have helped us shape our Diversity and Inclusion strategy which we will be implementing in 2021.

Although we are at the beginning of our journey, we are fully committed to increasing diversity within our own company and helping our clients access diverse talent pools.

Initially we will be taking the following steps:

- Training – We have engaged with a HR and Training Consultancy who will deliver our first training session at the end of January
- Audit and review of all policies and processes
- Partnering and ongoing involvement with Lloyds Partner Networks
- Proactively engage with clients to seek out ways to help them access diverse talent pools

I know D&I is important to all of us and by publishing this statement, along with our Three Pillar Framework for Inclusion, this is my commitment that I, and all at Pavilion will work continuously to achieve the goals we have set.

I will provide updates on our progress throughout the year, but for now I invite you all to share any comments and feedback you have with either me directly or with your Consultant.

Regards

**Matt Gunn**  
Managing Director