

APPENDIX ONE: The Oxfordshire Inclusive Economy Charter

Actively supporting inclusion across Oxfordshire's economy will generate real benefits for your organisation. Environmental, Social and Governance (ESG) factors are increasingly being considered by employees, customers, funders, investors, and partners.

Participating in the work of the Oxfordshire Inclusive Economy Partnership, through the pledges you make within this Charter, provides a way of demonstrating your commitment to social issues:

- Promoting your role in Oxfordshire's inclusive economy work will help you to attract people to work with you.
- Accessing the widest pool of talent will support growth and productivity within your company or organisation.
- Purchasing from local suppliers and supporting your staff to undertake volunteering activities within the community will contribute to well-being and a sense of loyalty among your employees, differentiating your organisation from competitors.

Joining the work of the Partnership is not only a good thing to do, but it will make a difference to your business too.

By signing this Charter, you are demonstrating your support for and commitment to making Oxfordshire a fairer and more inclusive place to live and work.

Charter Pledges

As a group of employers, we recognise the importance and value of supporting an inclusive Oxfordshire. We are committed to improving all aspects of social mobility and increase shared prosperity for both our communities and residents by taking action on these pledges:

Improve training and educational attainment

Creating workplaces where employees can thrive and grow and supporting educational programmes for children

Recruit inclusively

Making jobs accessible for all residents and hiring from diverse communities

Offer opportunities into work

Supporting those furthest from the labour market on their journey towards secure employment

Support local and social economy

Using our buying power to support the local economy and maximise social value

Provide fair wages

Ensuring employees have a fair and decent wage