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What makes a successful company?

In my mind it's simple, a company that recognises and develops its people irrespective of their race, religion, disability, gender or sexual preference. In 2019, over 100 years since women were granted the vote, despite all of the Government support and recent high profile campaigns, it's a major disappointment that we are still seeing inequality in pay between men and women.

That is why I am supporting this campaign led by the World Economic Forum Global Community Shapers, because everyone deserves the opportunity to develop and deliver to their full potential and be appropriately and equally rewarded.

There is a wealth of evidence that companies who employ a more diverse workforce not only prosper, seen through the P&L, but they also deliver products and services that meet the needs of the wider community not just a select few.

Being inclusive is about creating an environment that thrives on differences. To do this successfully companies should recognise the benefits of a diverse work-force and encourage and promote it not just be driven by quota's. Furthermore, to address the pay gap there should be more visibility around pay therefore ensuring that rewards are based on performance and not about outdated practices and prejudices.

*Anne Pieckielon*

Trustee