

# WORK IN PRIDE CHARTER

## We believe equality is a human right.

**While we have always stood up for equality, we recognize that we have more to do. Everyone has a vital role to play in reducing exclusion and discrimination – particularly against communities who face extra barriers in many areas of life.**

We know that where people are able to be themselves, they feel better and can do a better job. Where people can be their authentic selves, they are more likely to raise their voices and to participate in the important conversations that lead to long term and needed, positive societal change.

Currently, more than **1/3\*** of the LGBTQ+ community feel the need to hide or disguise their true selves at work due to fear of discrimination. **83%\*\*** of the LGBTQ+ community keep their identity hidden from all or most people in their lives. Nearly 1 in 4 (**24%\*\*\***) LGBTQ+ workers have taken leave due to workplace harassment.

Through our charter, we aim to ensure that our LGBTQ+ team members are accepted and supported, without exception, to be fully themselves in the workplace. We are PROUD of our LGBTQ+ colleagues and we want to SEE everyone's identities in all of their uniqueness and beautifully bold self-expression. This includes physical dress as well as mannerisms, gesticulation as well as speech. We want to SEE our LGBTQ+ colleagues and we commit to listen to you.

### Guiding Principles

- **We celebrate the diversity** of individual expression
- **We know that people feel better** and also can do a better job when they can be their truest selves
- **We want The Body Shop** to be a great place to work, shop, and express yourself, whoever you are
- **We're all equal**, whoever we are and whoever we love
- **We recognize and celebrate everyone**, regardless of their gender identity and gender expression
- **We recognize and respect the gender identity and gender expression** of all of our trans and non-binary colleagues



**THE BODY SHOP**

# COMMITMENTS & POLICIES

## 1 **At The Body Shop, every employee has a right to equality of self-expression.**

We don't believe in uniformity. Shop colleagues, we'll give you one of our famous green aprons and the rest is up to you! Shop, office, and distro center colleagues, wear what makes YOU feel good. Show up to work as yourself and let your personality shine.

We don't hold ideas or enforce standards around what self-expression means based on sexual orientation or gender identity. Anyone or everyone is welcome to wear make-up, or show off their bare skin. You are FREE to express yourself through your appearance – with make-up, jewelry, and fashion accessories that highlight YOUR personality and gender.

**We honor this freedom to self-expression through our Open Dress Code policy, which is gender neutral**

## 2 **We do not tolerate harassment or discrimination based on a person's sex, sexual orientation, gender identity or gender expression.**

We follow non-discriminatory practices and are committed to challenging discrimination if it is encountered. This is true through recruitment and all stages of employment and extended to all of our employees, regardless of contract type.

**We honor this commitment through our Anti-Discrimination policy and our Diversity and Respect in the Workplace policy**

## 3 **We respect people's right to define their own gender identity.** This includes everyone, including our trans and non-binary employees.

**One of the ways that we honor this commitment is through our Transitioning at Work policy**

## 4 **We commit to equally honoring all family structures and relationships** through being mindful that our policies include and benefit the people that our LGBTQ+ colleagues support and love.

**We honor this commitment through our**

## 5 **We will be good allies to our internal LGBTQ+ community** through amplifying and listening to the voices of our LGBTQ+ team members.

**We honor this commitment by working hand in hand with TBS Together, our employee led LGBTQ+ network, to create safe and open spaces for dialogue and belonging**



Whilst we will continue to enjoy all opportunities to celebrate our diverse workforce such as through our support of PRIDE season each year, PRIDE never stops and neither does our commitment to the principles in our Work in PRIDE charter which apply every day at The Body Shop. We unequivocally support our colleagues right to authentically express themselves and to Work in PRIDE.

Sincerely,

**The Body Shop**

**Click here to add your pronouns as honorary signatories of the charter and in a show of your support.**



**THE BODY SHOP**



# WORK IN PRIDE CHARTER

## A new national study by The Body Shop uncovered that:

**MORE THAN A THIRD (35%) OF THE LGBTQ+ COMMUNITY**

feared being accepted in the workplace with nearly half (49%) confessing to dressing differently to 'fit in' and be accepted at work

**WHEN ASKED ABOUT WORKPLACE ATTIRE**, the general population deemed blouses (76%), nail varnish (69%) and makeup (68%) as unacceptable for a male-identifying colleagues to wear

**FOR FEMALE-IDENTIFYING EMPLOYEES**, it was deemed unacceptable for these individuals to have facial piercings (63%) and visible tattoos (60%)

**FURTHERMORE, JUST UNDER A THIRD (30%) OF THE COMMUNITY** revealed they either know someone or have personally experienced workplace bullying due to expressing their true selves

The survey was conducted with 2002 respondents from the UK, 201 of whom identify as part of the LGBTQ+ community. The Body Shop worked with independent creative market research agency Atomik Research.

**Statistics for this report were gathered from:**

\* <https://www.stonewall.org.uk/cy/node/24594>

\*\* [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/722314/GEO-LGBT-Survey-Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf)

\*\*\* The Body Shop survey