

## The Diversity in Hospitality, Travel & Leisure (HTL) Charter

We ask that companies signing up to **The Diversity in HTL Charter** commit to a 10 point action plan.

1. My company will have a diversity and inclusion strategy
2. My company will review the strategy and progress towards it annually
3. My company will set its own diversity goals, aligned to its strategy
4. I will include diversity in my personal objectives, aligned to the company's strategy
5. My company will review people policies and processes (for all staff) to promote an inclusive culture
6. I will support the progression of women into senior roles by focusing on the executive and the mid-tier level pipeline
7. My company will publish our Gender Pay Gap annually, and will include an explanation as to the causes and actions to address the issues, in order to promote transparency
8. My company will actively contribute to the Diversity in HTL Charter programme and provide constructive feedback
9. My company will take part in Diversity in HTL relevant surveys and re initiatives
10. My company commits to work collaboratively with others to tackle barriers to diversity

