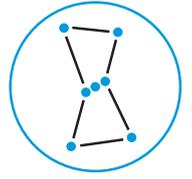


OrionGroup



Diversity + Inclusion

orionjobs.com



Orion Commitment to Diversity

Orion understands the importance of valuing everyone as an individual and creating an inclusive work environment that benefits all. We recognise that unconscious bias has no place in our business and that all staff can contribute to ensuring that Orion maintains a truly inclusive organisation.



Diversity and inclusion PNG initiative

Where we are today

Orion retain an excellent track record in educating staff on diversity, applying equal opportunity practices, engaging with local communities around the world and managing a progressive company aligned with professional best practice and guidance. Some examples are captured here:

Corporate Social Responsibility (CSR)

CSR plays an important role in the business. Our strategy reflects the way in which we manage the employment needs of individuals and provide opportunities which can make a real difference for people. Orion Group is guided by the International Labour Organisation standards.

Disability Confident Employer

We have been recognised for our efforts in actively promoting equal opportunities through this award. Amongst a range of measures, it demonstrates our commitment to interview all applicants with a disability who meet the minimum criteria for a job vacancy.

REC Accredited Centre

Orion is one of the few organisations licensed by the Recruitment & Employment Confederation to provide professional recruitment qualifications. 1 of the 6 units in the Certificate in Recruitment Practice (QCF) is Understanding Legal and Ethical Requirements in Recruitment. We provide this training to all our recruitment staff.

Company Branding

Acknowledging that a company's image is integral to people's perception of its' inclusiveness, Orion placed diversity at the heart of its' brand. This extends beyond our corporate slogan 'People are our Business Worldwide' to a full website and marketing collateral re-branding exercise.

Nationalisation Programmes

Orion has completed a number of programmes to train, educate and employ local populations in various locations such as with 3000 people located in the Highland villages of Papua New Guinea. This particular programme included medical care and community investments.

Orion Diversification Roadmap

Developing and maintaining an inclusive organisation is an important goal for the Orion Group. Whilst acknowledging the potential performance improvements that can accrue from communicating and managing suitable diversity practices, we are also focused on inclusiveness to ensure that we operate a fair and ethical business.



Orion Group's community bus providing food parcels and hot meals



Orion are undertaking the following actions to support our diversity commitment:

Good Recruitment Campaign

Promote and encourage client participation in the Recruitment & Employment Confederation's Good Recruitment Campaign noting their guiding principle 'we are fair, legal and ethical in our resource planning and recruitment procedures, with specific regard to actively promoting diversity and inclusion within the workplace'.

Review Recruitment Practices

Assess resourcing and selection activity focusing on removing unconscious bias and promoting diverse shortlists with clients where appropriate. Assist with developing inclusive job descriptions and person specifications, promote inclusiveness behaviours, examine educational selection bias and promote/train best practice.

Social Media and Advertising

Review inclusiveness of current social media activity and advertising practices. Identify initiatives that actively seek candidates from traditionally underrepresented groups such as women, the disabled and ethnic minorities. Clearly state Orion's corporate position on all vacancy advertising.

Gender Pay Reporting

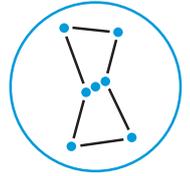
Conduct full gender pay gap reporting in compliance with legislation. Utilise the data produced to assess levels of equality in the workplace and effectiveness of recruitment practices. Develop an action plan to reduce any gaps and work with clients to support their inclusiveness recruitment activity.

Diversity and Inclusiveness Promotion

Move from passive client inclusiveness promotion to proactively sourcing and positively promoting their inclusiveness behaviours, policies and benefits. Where appropriate, conduct joint initiatives that add value to a business, actively achieves organisational objectives and supports diversity.

At Orion, we continually monitor our policies relating to equality, diversity and inclusiveness to ensure that they are in line with international government legislations, best practice and our commitment to diversity.

OrionGroup



Alan Savage
Chairman

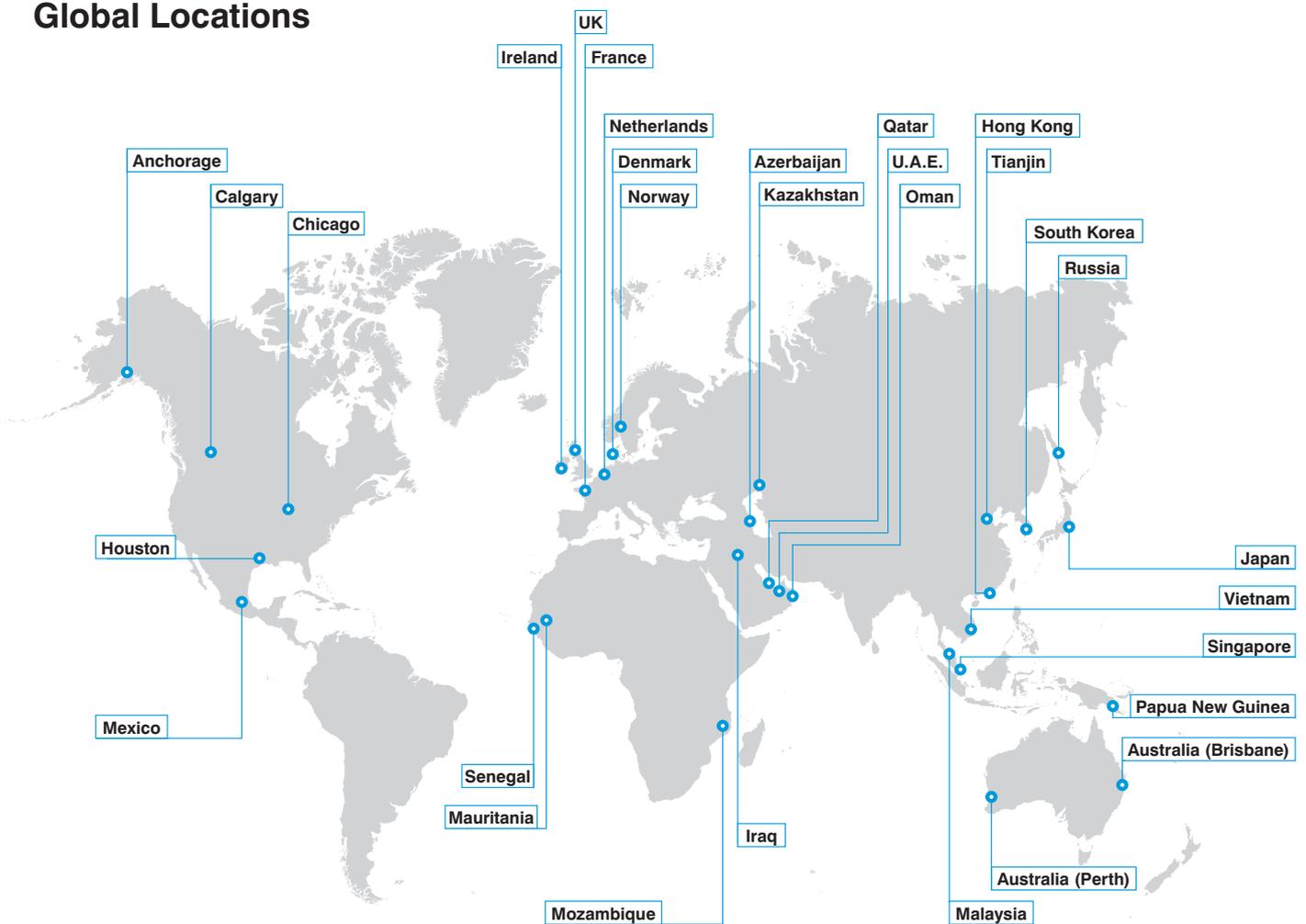
Paul Savage
Managing Director

Dawn Munro
Company Secretary

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Global Locations



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