



SCI/YY201

## DIVERSITY POLICY

---

**SCI highly values the differences that a diverse community brings and is fully committed to ensuring that it fosters and supports diversity throughout the organisation. SCI will champion diversity through clear leadership, and a process of monitoring and review.**

### LEADERSHIP

The Board of Trustees and CEO will:

- Champion the case for diversity throughout SCI.
- Develop and cascade a Diversity Vision Statement.
- Set appropriate diversity objectives.
- Provide senior-level ownership and sponsorship for the programme.

*Specifically, SCI will:*

- ensure it is a place which values diversity, meritocracy, openness, fairness and transparency;
- seek to actively encourage more diversity in its governance, staff and all its committees;
- not discriminate because of age, disability, gender, race (which includes colour, nationality and ethnic or national origins), religion or belief;
- provide appropriate training as required.

All SCI members and staff in responsible positions are responsible for the promotion and advancement of this Policy. Behaviour, actions or words that transgress the Policy will not be tolerated and will be dealt with in line with the organisation's disciplinary policy.

### REVIEW

The Policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and internal business requirements. Progress relating to the Policy will be recorded annually and a report will be presented to the Board of Trustees each year.

**Society of Chemical Industry | 14/15 Belgrave Square, SW1X 8PS, London, UK**  
T: +44 (0)20 7598 1500 E: [membership@soci.org](mailto:membership@soci.org) [www.soci.org](http://www.soci.org)

SCI founded in London 1881 and in New York 1894 | Incorporated by Royal Charter 1907 | Registered as UK Charity 206883  
Recognised as a not for profit organisation across the world | SCI is a trademark of Society of Chemical Industry

SCI Diversity Policy | April 2021