




WOMEN'S EMPOWERMENT PRINCIPLES

**EQUALITY
MEANS
BUSINESS**



The Very Group signs the WEPs

Women's Empowerment

We strive for gender equality whether that is in our head office or logistics operations in the UK, or in our key sourcing countries across the world.

At our head office In the UK, the Women at Very networking group (WAVE) provides a supportive platform for female colleagues to share experiences and promote progression of female colleagues into leadership roles.

We have successfully developed and delivered training in India and Bangladesh that promoted gender equality and the fair treatment of workers in our factories.

Gender inequality is a global issue that reveals itself in different ways around the world and we must take different approaches depending on the country to address it.

UN Women

On a recent trip to India, our CSR team visited the United Nations offices in New Delhi to meet representatives from UN Women.

We discussed the Women's Empowerment Principles (WEPs). It became apparent that the themes and purpose of the principles are in line with our own values and that we should adopt them to further our gender equality work.

We are proud to announce our commitment to this initiative and advancing gender equality.

The UN Women's Empowerment Principles have over 2000 signatories across the world and we are proud to be a part of that group pushing for gender equality everywhere we operate



The Very Group

We signed these principles and publicly committed to upholding them in our first month as The Very Group.

We will uphold these principles not only within the population of The Very Group colleagues but also through our partners and our supply chain.

We are striving to improve representation at leadership level and will ensure this filters throughout our organisation

Women's Empowerment Principles

Principle 1: Establish high-level corporate leadership for gender equality

Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination

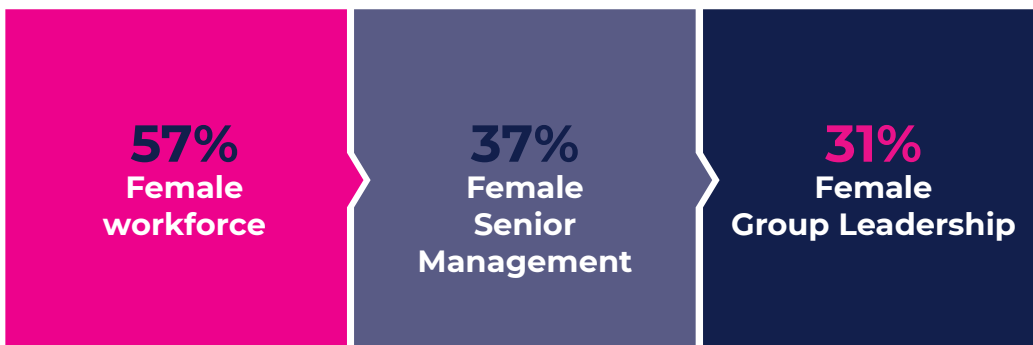
Principle 3: Ensure the health, safety and well-being of all women and men workers

Principle 4: Promote education, training and professional development for women

Principle 5: Implement enterprise development, supply chain and marketing practices that empower women

Principle 6: Promote equality through community initiatives and advocacy

Principle 7: Measure and publicly report on progress to achieve gender equality



“We strive to ensure gender equality throughout all of across our operations in the UK and across our global supply chain. We want to inspire the next generation of female leaders and change makers and demonstrate to them that The Very Group is a place to fulfil their ambitions.

“We understand that in order to address imbalance, we need to take proactive steps to create an empowering environment for women.

“In order to make real change we recognise the need to work collaboratively to the same goal which is why the Women's Empowerment Principles are so important to us. By signing the statement of support for the UN's Women's Empowerment Principles, we're committing to embedding the seven principles to further our pursuit of gender equality.”

Henry Birch, Group CEO, The Very Group