

How we treat people

In detail

We are kind and respectful and value each other, and how we treat people is **important**. For details on **what you need to know** to ensure we are all treated and treat others with respect, click on any of the sections here.

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Diversity and inclusion



We believe everyone should be able to bring their own strengths and experience to contribute to our mission, which is why we are seeking to create a truly inclusive workplace, which means we will treat people professionally and with respect, fairness and honesty.

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We are committed to making all employment decisions based only on merit to ensure we have the best people working alongside us.

When involved in selection, promotion or transfer we must ensure employment decisions are not based upon personal attributes such as race, colour, gender, religion, national origin, disability, age, sexual orientation, gender identity or marital status. We want to access the widest possible pool of talent.

Every employee at Sellafield should be able to bring their whole self to work, and to be valued and recognised for who they are and what they contribute. Diversity of thinking drives innovation and creativity, and inclusion means everyone feels valued.

Bullying and harassment

Every one of us, regardless of our role or position, has a moral and legal responsibility to treat others with dignity and respect.

As an organisation, we are good at challenging something if we feel it isn't safe or secure, and we need to do the same with inappropriate language or behaviour, bullying or harassment. If you see it, challenge it and call it out. Respectfully, but unapologetically.

Through challenge, we will all demonstrate that we will not tolerate inappropriate language or behaviour, bullying or harassment in any context.

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More information on what bullying and harassment are, the formal and informal mechanisms in place to help prevent and report it, and what you and your team can do to make them a reality, can be found on our EDI Hub and AB&H Toolkit.

Human rights



We expect everyone's rights to be respected, and comply with and support all employment and human rights laws where we operate. We do not tolerate in any context the use of slavery, forced or child labour, human trafficking or any other human rights violations in our operations or those of our Supply Chain.

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We are committed to implementing systems and controls aimed at ensuring that violations such as these are not taking place **anywhere** within our organization or in any part of our supply chain.

To reinforce this, we require our suppliers to adhere to the labour standards set out in our Supplier Code of Conduct, as well as any sub-contractors, suppliers and business partners they use.

