

# NWG Black History Month Statement

Statement from NWG Chief Executive & Union Representatives

*living water*

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## BLACK HISTORY MONTH – JOINT STATEMENT

We warmly acknowledge Black History Month – this and every October in Britain. Northumbrian Water Group and our employees holds great value in the racial diversity of our communities and society. We recognise the history, traditions and cultures that our different minority communities bring to our British way of life and to our organisation. We know we have much to do to ensure that we are truly reflective of our customers and our new D&I strategy, launching later this year, will be our first important step on this journey.

In the last few years there have rightly been growing concerns about the levels of racism and racist behaviour by a minority of people in our society. We want to be unequivocal about this abhorrent behaviour; it has no place in our organisation or anywhere else. We stand fully in support of our BAME communities every day as they, like others, strive to fulfil their potential in every aspect of our society.

Northumbrian Water is an anti-racist organisation and there will be zero tolerance of any behaviour that disrespects or discriminates against our employees on the grounds of their race, or any other personal characteristic. We expect all our colleagues to support this at all times. We are an inclusive workplace, welcoming to all and fully understanding of the value that diversity brings to our organisation.

Wishing all our colleagues an informative and educational Black History Month.

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