

At Lignacite, we recognise the importance of inclusion and diversity and are committed to fostering a workplace where everyone feels valued, welcomed and able to be themselves. We are continuously working towards a more inclusive environment that better reflects and supports both our employees and the wider industry.

Our Core Values:

1. Building on Our Progress

We strive to cultivate a diverse workforce and foster a culture where everyone feels comfortable and respected. We provide equal opportunities to all team members and listen to feedback to help shape a better, more inclusive workplace.

2. Attracting a Diverse Workforce

We aim to recruit talent that reflects the diversity of the communities we serve. Our hiring processes are designed to be open and inclusive at every stage, whether we manage the hiring process in-house or work with a trusted recruitment partner.

3. Providing Fair Opportunities

We are committed to ensuring that all employees have access to equal opportunities for growth and career development. Our structured processes help maintain fairness and consistency in supporting professional progression.

4. Encouraging Inclusive Leadership

Our leadership team is dedicated to supporting an inclusive workplace where every employee is empowered to reach their full potential. We achieve this through regular one-on-one meetings with line managers, collaboration within and across departments, and a strong emphasis on continuous professional development. This includes internal coaching and external training programmes, accessible to all staff members.