[Company Logo]

[Company Name]

Dear Colleagues,

As we embark on our journey within the dynamic landscape of [Company Name] in the resources industry, we hold diversity and inclusion as fundamental pillars of our organisational values. We recognise that our greatest strength and competitive advantage reside in the rich tapestry of our workforce. With unwavering commitment that we pledge to foster a workplace that not only celebrates this diversity but actively cultivates an inclusive environment where every individual thrives.

**The Importance of Diversity and Inclusion**

At [Company Name], we firmly believe that a diverse and inclusive workplace is more than just a moral imperative; it is a strategic imperative. We understand that diversity encompasses many dimensions, including but not limited to race, ethnicity, gender, age, sexual orientation, abilities, and background.

*Emphasising Equity:* [Company Name] is dedicated to providing equal opportunities and fair treatment to everyone within our organisation. We firmly stand against any form of discrimination, bias, or prejudice. Our commitment to equity ensures that all our employees, regardless of their background, have a level playing field upon which to grow and excel in their careers.

*Fostering Inclusivity:* [Company Name] acknowledges that creating an authentic, inclusive environment is when our organisation unlocks its workforce's true potential. [Company Name] is committed to cultivating an inclusive culture where open and safe conversations are encouraged, and all employees have a strong sense of belonging. Our commitment is that every employee feels seen, heard, respected, and empowered to harness our workforce's collective wisdom and talents.

*Driving Innovation:* [Company Name] firmly acknowledge that diverse perspectives and experiences are what drives innovation. By embracing and valuing these differences, we can approach challenges in our industry with fresh eyes and find creative solutions that set us apart in the market. Our commitment to diversity and inclusion directly correlates with our ability to remain competitive and adaptable.

*Enhancing Performance:* Studies consistently show that diverse and inclusive workplaces lead to higher levels of employee engagement and overall better performance. When employees feel valued and a sense of belonging, they bring their best selves to work. Our commitment to diversity and inclusion will create significant positive outcomes for our organisational performance.

*Our Actions to Promote Inclusivity:* [Company Name] acknowledges the complex task of creating a diverse and inclusive culture for all our employees to have a sense of belonging. Our commitment is to approach diversity and inclusion through leadership, measurement, recruitment, programs and policies, and culturally specific support. This includes [Insert specific programs, policies, or initiatives relevant to your organisation]. [Company Name] acknowledges its accountability to create a culture that cultivates an inclusive environment for individuals to thrive.

*Employee Engagement:* We wholeheartedly encourage each team member to participate actively in this journey. Your experiences, insights, and perspectives are invaluable. We urge you to engage in open dialogues, share your experiences, and actively contribute to shaping a workplace that truly reflects the values and aspirations of [Company Name].

*A Collective Vision:* By fostering a diverse and inclusive culture, we will not only empower our employees but also enrich our organisation's capacity to innovate and thrive in the competitive resources industry. [Company Name] is working towards a brighter and more inclusive future.

The Leadership of [Company Name] is excited about our inclusion journey and its many benefits to the organisation. We know inclusion starts with leadership, and it is our commitment to all employees that we will actively work towards creating a culture where individuals have a sense of belonging and thrive. Together, we'll shape a future where [Company Name] thrives as a diverse and inclusive resource industry leader.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[CEO/Leader's Name] [Date]