



Reporting on Racial Diversity in 2023

Earlier this year, we released our Impact Report for 2023, sharing statistics, our history, how we put social and environmental impact at the forefront of what we do, and how we're aiming to do better for people and planet in the coming years.

As an industry, crewing is typically non-diverse and favours stereotypes of muscle and brawn. We know that all it takes is gumption and the willingness to learn, so we're committed to prioritising attitude and appetite for the job, above and beyond bench presses.

However, there was one thing we didn't do: we didn't share a full breakdown of the information we had about racial diversity in Connection Crew. This was highlighted recently in our first ESG Roundtable.

As we continue to push towards a more equitable future for all, and ahead of our next Crew Survey and the 2024 Impact Report which will be released early next year, we'd like to share the breakdown that was missing from that report.

The following statistics for our crew are taken from a survey undertaken in August 2023 to understand our workforce more deeply – looking at both people’s identity and lived experiences – so that we can create more meaningful support and meet needs more directly.

66% of our crew completed this survey, and the data here represents their results. We are aiming to improve this percentage significantly in 2024. Whilst we continue to collect data through the year, we are using the answers as a proxy to understand the diversity and experiences of our crew as a whole in 2023.

All Crew



Black



Asian



Mixed Race



White

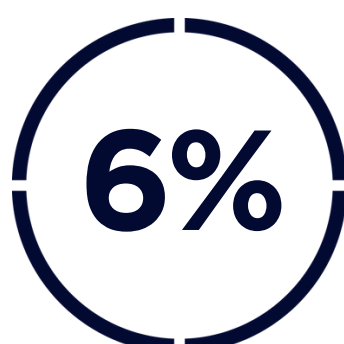


Prefer Not To Say

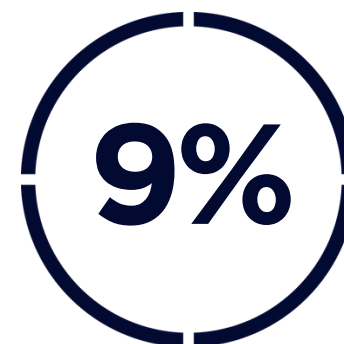
Impact Crew



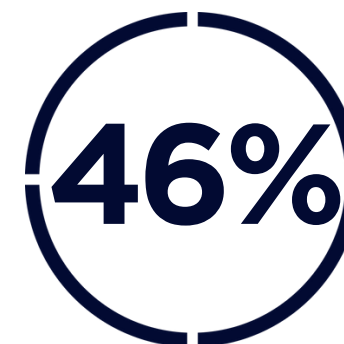
Black



Asian



Mixed Race



White

Impact Crew includes people who have been affected by homelessness or faced barriers to work.

In 2023, Impact Crew made up 28% of all crew.

Office



5%

Black



16%

Mixed Race



79%

White

All Connection Crew



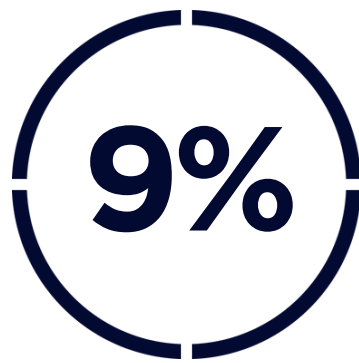
29%

Black



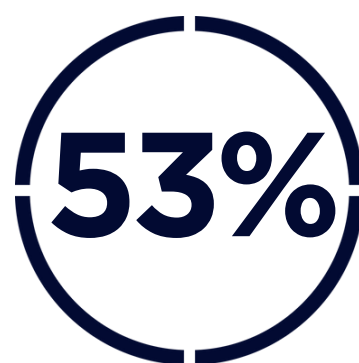
8%

Asian



9%

Mixed Race



53%

White



1%

Prefer Not To Say

