



Diversity and Inclusion Statement

At CAMILLA, we are committed to building a culture, in our company as well as our communities, that encourages diverse perspectives and voices. We encourage an environment that is supportive, considerate, positive and values uniqueness and creativity in all forms. As a brand and organisation, we strive to continue to listen, learn and take meaningful action, so we are able to build diversity and provide resources and training to our Tribe in order to improve equality and inclusion. To hold ourselves accountable, we will need to be transparent and always reflect and build on communication with our teams, partners and community.

Our Commitment

At CAMILLA, we have made the following commitments:

- Continue to emphasise zero tolerance for racism or discrimination in our workplaces.
- Ensure diversity in all recruitment across the business and ongoing work from our CSR Group (see below) to lead and drive these actions.
- Continue to implement additional training for all of our teams (Head Office, Warehouse and Retail) to achieve diversity and inclusivity.
- Ensure that we have constant diverse representation in our campaigns and shows, behind the scenes and on runway.
- Form meaningful relationships in our communities to support greater participation in the industry, alongside our other goals.
- Encourage our partners to strive for the same goals and be active in the conversation about how brands can influence and encourage change.

Our Diversity and Inclusion Group

At CAMILLA, we established a CSR Committee to help lead and drive our diversity, equity, inclusion and belonging goals. While this group of leaders gives us a heads up in our actions and tracks our progress on our commitments, it is an ongoing goal of this committee to continuously review, add to our goals and find meaningful new ways to build on our objectives and create a more equitable organisation.

We know that in order to achieve change, our efforts will require full transparency. We will continue to provide updates to the company as our CSR committee continues their work and progresses on the initiatives we are implementing as an organisation. There is lots of work to do and change takes time but we are committed to taking the necessary actions in order to create a more diverse and inclusive company.

Policy Name	Diversity and Inclusion Statement	Owner	People & Culture
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