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# ***JD SPORTS***

How does JD Sports promote diversity and inclusion ?





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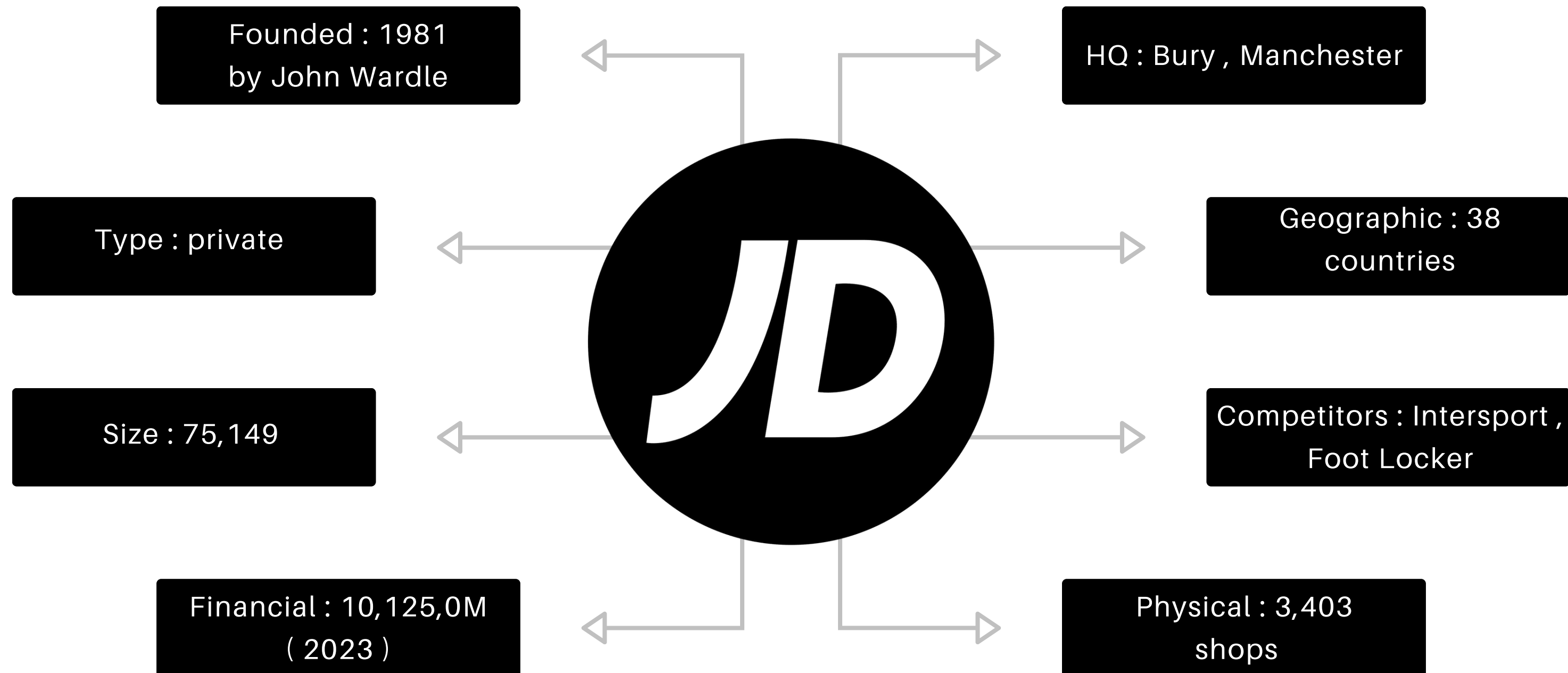
RECRUITMENT OF PEOPLE WITH DISABILITIES

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CONCLUSION



# Characteristic of JD SPORTS



# JD SPORT'S DIVERSITY AND INCLUSION STRATEGY

## DEFINITION

**DIVERSITY :**  
the variety of  
profiles

**INCLUSION IN  
COMPANIES :**

a sense of  
belonging of  
employees

## PRATICES

- recruitment by skills
- equal treatment
- coaching and mentoring

## DIFFERENT WAYS

- recruit people with disabilities
- strengthen the team  
spirit and cohesion
- an original recruitment





## Our Vision

Increasing our support of youth charities, working to ensure that disadvantaged young people and adults achieve lasting change in their lives.

## Our Mission

To support charities working with disadvantaged young people throughout the UK



# 24 Charity partners



**Over £5.9m Raised since October 2015**



**Over £4.6m Donated since October 2015**



Game for job



# How many employees does JD sports have?



75,000+ total of employees in the worldwide

**9% in 2022**



6750 employees with disabilities



# How JD sports includes people with disabilities in its workforce ?

## VALUES

- Opportunities for all
- Equal opportunities
  - Team spirit
  - Fun & Passion

## RECEPTION POLICY

- signed an agreement on a policy for welcoming and retaining disabled people
- created the position of occupational health and disability referent

## ADVERTISING CAMPAIGN

Disability or not, "what counts is the candidate's personality and motivation!"

## INCLUSION AID AND TRAINING

- information and awareness-raising
- finding solutions to optimise the working environment for the employees concerned





# How does JD Sports promote diversity and inclusion ?

## IN SOCIETY :

- JD Foundation

## IN IT'S RECRUITEMENT WITH :

- **Game for job**
- **Recruitment of people with disabilities**