

cedar



DIVERSITY, EQUITY & INCLUSION

2024

ABOUT US

Cedar is a specialist recruitment consultancy, operating globally in search of exceptional talent. Established in 2003, Cedar's practice areas provide recruitment expertise across key professional disciplines including Tax, Finance, Transformation, Procurement, and Supply Chain.

Our track-record of client delivery is evidenced by our record of glowing testimonials.

WWW.CEDARRECRUITMENT.COM



OUR MISSION STATEMENT



Cedar embraces diversity and inclusion and seeks to promote the benefits in all of our business activities and has developed a business culture that reflects that belief. We continuously strive to level the playing field for executive and non-executive talent, finding opportunities for women, ethnic minorities, and LGBT+ candidates.

Each and every Cedar employee commits to making a positive contribution towards diversity and inclusion not only in our own working environment but those of the organisations we work with.



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OUR COMMITMENTS



INTERNAL COMMITMENT

- ✓ Diversity breeds diversity, so it is important that this is demonstrated from the top. We are proud of the diversity in our management team.
- ✓ We conduct anonymous DE&I surveys for the entire company on a 6 month basis.
- ✓ From Trainee to Managing Director/Partner, everyone has a voice that is heard and respected.
- ✓ We have trained Mental Health First Aiders who have been accredited by the Royal Society for Public Health.

EXTERNAL COMMITMENT

- ✓ We continuously strive to level the playing field for executive and non-executive talent, finding opportunities for women, ethnic minority groups, disabled and LGBT+ candidates.
- ✓ All employees undergo training provided by the Employers Network for Equality & Inclusion (ENEI) to enable them to suggest ways of increasing the diversity of the candidate pool.

OUR MEMBERSHIPS

At Cedar we are committed to ensuring that our D&I profile is market leading. With this in mind we have subscribed to a number of organisations to benchmark our performance against competitors and other businesses to ensure our diversity and inclusion policy is best in class.



EMPLOYERS NETWORK FOR DIVERSITY AND INCLUSION:

Cedar is a proud member of the Employers Network for Equality & Inclusion (ENEI). Getting recruitment right is one of the biggest challenges for any employer, avoiding discrimination whilst embracing inclusion. To reach the most talented people, an organisation must have access to a wide talent pool, which means ensuring no one is overlooked for unjust reasons. All members of staff have been trained by ENEI, including, but not limited to Unconscious Bias training, carried out in August 2022 for all staff.



DISABILITY CONFIDENT:

Cedar is a committed member of the UK Government, Disability Confident Employer scheme, guaranteeing a fair and equitable recruitment process to all candidates regardless of physical or mental disabilities.



SOCIAL MOBILITY PLEDGE:

We are proud to announce that we have signed the Social Mobility Pledge as part of our ongoing commitment to diversity, equity, and inclusion (DE&I) initiatives. By aligning ourselves with this important movement, we are dedicated to promoting social mobility and providing equal opportunities for individuals from all backgrounds.

OUR MEMBERSHIPS



KIRSTY MCBEAN


HEAD OF INTERNAL OPERATIONS

Cedar's Commitment to Supporting Internal Mental Health:

We have a dedicated team of mental health first aiders within our business who have undergone extensive training by Mental Health First Aid England (MHFA) and are accredited by the esteemed Royal Society for Public Health. Their comprehensive training equips them to serve as the primary point of contact for all mental health-related concerns within the company.



OUR DE&I COMMITTEE



Cedar's committee embodies passionate individuals who want to lend their voice to DE&I initiatives and a range of members representing different gender identities, ages, ethnicity, religious beliefs, and sexual orientation.

The Committee convenes on a monthly basis to assess progress, analyse findings derived from DE&I surveys, collaborate on ideas generated from various sources such as training feedback, initiatives, and survey results, and subsequently implement actionable strategies.

OUR BLOGS

www.cedarrecruitment.com/blog



Pride London Pride month DE&I

London Pride

In June 1970, up to 20,000 people gathered for what was then called a Gay Liberation march in New Yo...

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Inclusion DE&I Diversity

DE&I at Cedar – a work in progress

If you read our previous blog, 'The Long March to Equality', examining the rise of DE&I within...

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Inclusion Diversity DE&I

The long march to equality

The oldest person who works at Cedar can remember when airlines advertised for male pilots...

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DE&I CLIENT TESTIMONIALS

“ We engaged with Cedar for the hiring of a Finance Manager in one of our portfolio companies. What we liked the most about Cedar was that, despite the very narrow brief of the role, they managed to introduce a very diverse set of suitable candidates, each of whom had unique strengths to contribute, beyond the role's requirements. The diversity of the candidates introduced contributed to us being even more confident in our final candidate choice. We would highly recommend Cedar as a Recruitment consultant. ”

- Mustard Seed Impact Limited

“ I'm hugely impressed by the way Cedar goes about their business in sourcing candidates and the recruitment process they go through which has proved to be an astounding success. We continue to deepen our relationships with them across people and diversity and inclusion strategies, to make sure we ultimately make the right decisions. ”

- BT

“ I have recruited several commercial finance professionals both on the interim and permanent side through Cedar. Their values around diversity align with our strategic goals, and I have been continually impressed with the quality of Cedar's candidates. Their understanding of matching in terms of cultural fit and skillset is second to none. I wouldn't hesitate to recommend them to anyone wanting to up-skill their finance team. ”

- Bank of Ireland

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Members of:

