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Venator Signs the British Coatings Federation Charter for Equity, Diversity and Inclusion

WYNYARD, UK, Venator, a leading supplier of specialty chemicals and ingredients, has committed to advancing equity, diversity and inclusion in the coatings industry by signing the British Coatings Federation (BCF) Charter.

The BCF Equity, Diversity and Inclusion Charter, launched in April 2024, is a public commitment that recognises and celebrates companies in the coatings industry who are committed to working towards a more balanced, fair and high-performing sector.

By signing the Charter, Venator demonstrates its alignment with the BCF's vision of a more diverse and inclusive coatings industry, where everyone is valued and respected, and where talent is nurtured and rewarded.

The Charter sets out six principles that signatories agree to uphold and report on. These principles are:

- To lead by example and make a difference
- To promote positive change within our company and across the coatings industry by empowering and educating leaders
- To make employees feel comfortable to speak out in the workplace
- To support diverse recruitment, retention and progression
- To collaborate and share best practice
- To recognise that each company will have a different starting point and that progress will not look the same for every organization

In addition, signatories pledge to promote Equity, Diversity and Inclusion (ED&I) by:

- Appointing an 'ED&I Champion' with the support from the company's board/senior leadership
- Agreeing a company action plan on ED&I
- Monitoring progress made, by taking part in BCF's annual/bi-annual survey which will be published on the BCF's website
- Committing to increasing awareness and knowledge of ED&I in our sector leadership team and across the organization

- Driving employee engagement to ensure an open culture that allows a diverse range of views to be heard
- Creating appropriate policies to make an accessible and attractive organisation to all
- Proactively engage with BCF and relevant stakeholders and communities to share best practice, and champion ED&I in the industry

Dr Rob Portsmouth, Executive Vice President, Sustainability, EHS and HR, said: “We are proud to sign the BCF Charter and join the collective effort to promote equity, diversity and inclusion in the coatings industry. As a global company, we recognise and celebrate the diversity of our employees, customers, suppliers and communities. We believe that fostering a culture of inclusion and belonging is essential for our success and innovation. We look forward to working with the BCF and other signatories to share best practices and learn from each other.”

For more information on the BCF Charter and to see the full list of signatory companies visit <https://coatings.org.uk/page/EDICCharter>.

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About Venator

Venator is a global manufacturer and marketer of chemical products that comprise a broad range of pigments and additives that bring color and vibrancy to buildings, protect and extend product life, and reduce energy consumption. We market our products globally to a diversified group of industrial customers through two segments: Titanium Dioxide, which consists of our TiO₂ business, and Performance Additives, which consists of our functional additives, color pigments and timber treatment businesses. Based in Wynyrd, U.K., Venator employs approximately 2,700 associates and sells its products in more than 109 countries.

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For more information about Venator and its sustainability initiatives, visit www.venatorcorp.com