



OPEN DOOR CHARTER

A pledge for
equality, diversity
and inclusion
across the pest
management sector

BPCA (British Pest Control Association) is the professional association for the UK public health pest management industry, representing companies that employ over 70% of the sector's workforce.

We invite all BPCA members to commit to the following charter, pledging to foster an open, inclusive, and diverse sector. By adopting this charter, we strive to embed these principles within our member companies and contribute to the future of pest management.

We recognise that a diverse workforce brings significant business benefits and strengthens our industry as a whole. We encourage those who share our commitment to the future of pest management to sign this pledge.

THE CHARTER

We wholeheartedly commit to:

1. Placing diversity and inclusion at the core of our business, aligning with our strategic goals.
2. Acknowledging and embracing the value that diversity and inclusion bring to our business.
3. Making concerted efforts to attract, retain and progress a diverse workforce, actively seeking talent from all backgrounds.
4. Promoting awareness and providing ongoing development opportunities for our entire team, ensuring everyone understands their responsibilities in supporting inclusion.
5. Creating a safe and inclusive workplace where everyone feels welcome and respected.
6. Ensuring every client and their staff are respected and treated well.
7. Rejecting any form of harassment or discrimination within our business and maintaining a zero-tolerance policy.

Together, we can build a pest management sector that embraces diversity, fosters inclusion and thrives on respect and equality.

Signed:

Name:

Martin Rose-King

Position:

Partner

Company:

Bounty Pest Control