

# The *More Than a Job* Employer Inclusion Pledge

Work is more than a job.  
It's a place where people bring their ideas, experiences, and whole selves every day.

As employers, we have a responsibility to make sure everyone feels they belong  
and can do their best work.

**By signing this pledge, we commit to building workplaces that value  
people for who they are not just what they do.**

## Our Commitments

### **We value people**

Everyone deserves respect, dignity, and a fair chance to grow,  
whatever their background or life experience.

### **We remove barriers**

We will challenge the systems, language, and habits that exclude people,  
and make sure opportunity is open to everyone.

### **We listen and learn**

We will listen to the voices of our teams and communities, learn from  
lived experience, and keep improving.

We give people the time to learn the job, and for us as employers to learn the person.  
Because inclusion starts with understanding.

### **We act with accountability**

Inclusion isn't a statement it's daily action. We will track our progress,  
celebrate what works, and keep going when it's hard.

### **We create belonging**

Because when people feel they belong, they do more than their job, they thrive,  
and so do we.

We're proud to stand behind the More Than a Job campaign because inclusion  
isn't an add-on, it's how we build stronger workplaces and better communities.

Signed

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**RehabGroup**

Investing in People, Changing Perspectives