



Trustee commitment to Equality, Diversity and Inclusion

As a board, we are deeply committed to promoting equity, diversity, and inclusion both within The Food Foundation and in the wider community we serve. We recognise the importance of creating an environment where all individuals, regardless of their background or circumstances, are valued, listened to and invested in. Our collective experiences are a reflection of the diverse world around us: from those of us living with long-term health conditions, to those who have grown up experiencing disadvantage, to those with firsthand experience of the impacts of diet-related diseases.

These perspectives, combined with world leading expertise on food system challenges and solutions, drive our individual passion and move us closer to achieving our aim of delivering a healthier and more sustainable food system for all. We know that ensuring we bring diverse perspectives and experiences will ultimately make our charity deliver better impact.

While we are proud of the diverse perspectives currently represented on our board, we acknowledge we still have work to do. We are committed to continuing our journey and will:

1. *Commitment 1 – to appoint someone responsible for development of a People Plan which includes measures to further embed EDI within the organisation.*
2. *Commitment 2 – to regularly undertake audit of skills, experience and diversity among the Board so as to identify imbalances and gaps to inform recruitment and ongoing training of trustees.*
3. *Commitment 3 – to pursue a transparent process for recruiting new trustees to ensure a diverse pool of talent is attracted and to assess and reduce any potential barriers to participation.*
4. *Commitment 4 – to report our progress in relation to this statement in our annual report, starting this year.*

A significant step forward has been the formation of a Food Ambassador Advisory Board. Food Ambassadors are citizens with lived, or living, experience of food insecurity whose voices and insights we aim to amplify within our campaign work. This advisory board consists of young people and adults who, as experts by experience, input into the charity's direction and decision-making. As a Board we consult them in advance of each Board meeting.

We believe that such representation is essential for creating policies and programmes that are not only effective, but also equitable. We also seek the views of our stakeholders on our work through our events and expert advisory group meetings.

As a Board, we will continue to reflect on our actions and strive to create a charity that champions diversity, inclusion, and fairness in all that we do. This statement will be reviewed and updated at end of 2025.