



ROYAL
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SOCIETY

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Mr. Ola Kolade
Director, Employment and Skills
Business in the Community

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Ref: 040625-57

Ref: BITC's Opening Doors Initiative – Status Update June 2025

Dear Mr Kolade,

Good morning.

First and foremost, thank you for the invitation to provide a status update on the progress of our activities as signatories since joining the initiative, I will hopefully soon be able to complete the online survey that is languishing unopened somewhere in my recently cleared in-tray, by God's perfect grace.

IB's participation in Opening Doors over the course of its existence as a support program has had an extraordinary effect on me as a Recruiter and as a HR person. The initiative has allowed me to quench the source of my curiosity with regard to how inclusion is optimised when working with candidates of varying, colours, creeds, genders and age groups.

I wanted to send you formal correspondence via this letter which serves to highlight and explain how we intend to create and gradually implement one significant advancement from your organization's initiative – an internal **gender mainstreaming action plan** - into practice before November 2026, in relation to the development of our people and the incredible talent we continue to engage with.

As a recruiter, and now an Open University (OU) postgraduate student in Human Resource Management, I am confident that between now and the scheduled implementation date (Nov. 2026) IB's business will be well and truly prepared to internalise the immense learnings I have gained as a result of OU's course and through practice. As of today, IB have made a number of inroads into the topic of working, for use with internal job ads and website documentation in relation to advertisements we distribute both internally for our own roles, specifically and on behalf of London-based energy and real estate clients.

I sincerely look forward to speaking with you in future, Mr. Kolade.

Yours Sincerely,

Alfred Anate Mayaki (Student)