



This is to certify that

**The Spencer Group
DCS007570
is a Disability Confident Employer**

Period of award: 23/05/2019 to 19/05/2022

Issue date: 17/06/2021

As a Disability Confident Employer we:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for our business and at least one activity to keep and develop our people.

Find out more about Disability Confident at:

www.gov.uk/disability-confident



#DisabilityConfident