

Elevate

The Inclusive
Workplace Pledge

Signatory Commitments for 2021

Signatories



Elevate: The Inclusive Workplace Pledge

**BUSINESS
IN THE
COMMUNITY
IRELAND**

Commitments for 2021

A&L Goodbody

Increase the number of diverse candidates presenting for interviews resulting in greater opportunities for underrepresented groups in our firm

accenture

Offer a range of internship and apprenticeship programmes to attract and support diverse talent



Conduct an employee D&I survey to gather demographic data on our staff makeup as well as their thoughts on AIB as an inclusive place to work

Allianz

Enhance I&D in our policies and processes



Increasing disclosure of our employee D&I data, enabling us to better focus our D&I strategy & activity in a way that matters to our people and our business



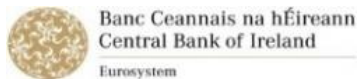
Establish a baseline to understand ethnic and cultural minority representation across the group by the end of 2021



Processes in place to capture ED&I data, where applicable



Advance our early careers attraction, development and retention programme



Develop and implement a gender identity and expression in the workplace policy, toolkit and supports. Publish and promote the new policy internally and externally



Development of a Diversity and Inclusion policy and strategy

Commitments for 2021



Develop a pathways to employment programme to attract entry level staff facing barriers to employment



Update our recruitment content to reinforce that we are an inclusive employer and do not discriminate candidates on the basis of their background, beliefs or personal circumstances



Ringfence at least one student placement to someone from a diverse group/background



Launch an Inclusion Passport



Attraction and sourcing strategies to identify the best, diverse talent pool available, identify and remove all barriers to access, with diverse interview panels and candidate shortlists.



Increase the number of female drivers in our organisation.



DHL Supply Chain commit to the completion of DHL Certified Inclusive Leadership Program (Bronze) for all Senior Managers in our business by the end of 2021



Publication of a gender pay gap report in 2022, publicising the efforts made to close the gap



Conduct an employee survey on nurturing a culture of inclusion



Establish Female Networks across Energia Group



A key initiative for Enterprise is to increase our recruitment of female talent while also increasing representation of females at management levels across the organisation

Commitments for 2021



Identifying, understanding and improving our diversity data collection practices to develop a more diverse and inclusive workforce



Development of a publicly available Inclusion Statement



Undertake Thematic review on Culture based on CBI Thematic review of relevant financial industry



Develop a 3 year roadmap for HEINEKEN Ireland's Diversity and Inclusion strategy



Enhance female representation in the Graduate Programme



External provider to work with our staff trainers on new EDI training module



Establishment of an Ethnic & Cultural Network under the iBelong Umbrella of the Diversity & Inclusion Council to promote and celebrate racial, ethnic and cultural diversity



Roll out Disability Confidence Training



Create a work placement programme for people in direct provision



Implement appropriate mandatory diversity and unconscious bias training for all involved in recruiting and selecting and for all managers



Increase the number of female employees in the organisation

Commitments for 2021



Delivery of Equality, Diversity and Inclusion Workplace training to the Management and Office Support Team



Raise awareness of unconscious bias and its impact on decision making through training of People Managers and colleagues



Partner with Local Employment Group (South Dublin Partnership) to increase candidate pool for open roles



Conduct a survey of our colleagues on their perceptions of Diversity and Inclusion within PTSB.



Commence an internship programme to support people with intellectual disabilities to access work placements



Make Sky's workforce more representative of our customers and local communities, at all levels, with a focus on gender and ethnic balance



To promote retention from an inclusivity perspective, we are launching a 'spotlight on' campaign to raise awareness of our personnel who are from diverse cultures, heritage and ethnic backgrounds, particularly those who have progressed and developed internally within the business



We will ensure that all Hiring Managers complete an inclusive recruitment upskilling programme to understand how to be consciously inclusive



All our colleagues will complete mandatory Diversity and Inclusion training



Review job descriptions and current recruitment channels



Partner with local DEIS schools and rural schools to introduce the world of law to TY students