

# Progress on Signatory Commitments

Signatory	Elevate Commitment for 2021	Progress
A&L Goodbody	Increase the number of diverse candidates presenting for interviews resulting in greater opportunities for underrepresented groups in our firm	We have partnered with a range of organisations like Trinity Access Programme, DCU Access, Career Leap amongst others, to widen the applicant pool. Our partnership with Career Leap has given us the opportunity to recruit two of their candidates. One candidate is now a permanent employee at A&L Goodbody (ALG) and the other candidate is on an internship. We have also introduced a buddy mentoring system with Trinity and DCU to match ALG colleagues to provide support to third level access students in filling out intern and traineeship applications. This year 12 candidates came through this process for our traineeship, four were interviewed and one was successful in attaining a traineeship. Seven students applied for our summer internship 2022, three were interviewed and two were offered places. These two successful candidates will automatically get an opportunity to interview for our traineeship programme.
Accenture	Offer a range of internship and apprenticeship programmes to attract and support diverse talent	Created a range of virtual internship programmes. Roles were focused on neurodiverse candidates, as well socioeconomic background, early talent, gender and cross-cultural diversity.
Actavo	To offer guaranteed interviews to candidates from underrepresented groups that meet the relevant requirements for the role	We have created a strategic plan to partner with employment support programs to engage more candidates from diverse backgrounds.
AIB Group	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	AIB conducted an employee survey as part of the Irish Centre for Diversity "Investors in Diversity" Silver accreditation process. This provided invaluable information on our approach to I&D, what we are doing well and what more we could do. We have rolled out various initiatives on the back of this feedback, including our Universal Inclusion campaign which highlights the fact that everyone has a role to play in creating an inclusive culture.
Aldi	Conduct an employee survey on perceptions of inclusion within the workplace	During 2021 we launched our Diversity and Inclusion strategy, 'Embrace', across Aldi UK and Ireland. This strategy included a variety of strategic actions informed by market trends on the evolving D&I landscape and initiatives which we believed would foster a culture of inclusion. One such initiative was our Embrace survey which concluded in November 2021. The results of this survey have provided valuable insights to help us better understand the current perceptions of diversity and inclusion within the business and a reference point to benchmark future progress on D&I.
Allianz	Enhance I&D in our policies and processes	Reviewed policies and practices through an I&D lens. This resulted in revisions to recruitment policies as well as changes to the process for example introducing Textio to identify any gender bias in job descriptions and contracts; introducing an I&D focus at induction; Interview training, board & manager training moving from compliance to leadership. Partnership with Women's Aid and introduction of domestic violence policy.
Aviva	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.	Starting with a disclosure rate ambition of 20%, Aviva has been able to capture 100% voluntary disclosure of Age and Gender and upto 70% voluntary disclosure of certain other protected characteristics.

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Bank of Ireland	Establish a baseline to understand ethnic and cultural minority representation across the group by the end of 2021	Launched a Self ID Campaign (LGBTQ+, gender, ethnicity, disability) and currently 50% of employees have disclosed their diversity details.
Bidvest Noonan	Accreditation mark for our ED&I programme. Input processes in place to capture ED&I data, where applicable.	In 2021 Bidvest Noonan was awarded 'Investors in Diversity' accreditation by the Irish Centre for Diversity.
Britvic Ireland	Create two placement for employees of diverse ability in partnership with KARE	In partnership with KARE, Britvic has successfully brought on board two candidates in work placements with such positive impact that both placements are to be extended
BT Ireland	Advance our early careers attraction, development and retention programme	In 2022 BT Ireland recruited 20 candidates to the Early Career Programmes including apprenticeships, internships and graduate placements. This programme puts a strategic focus on the attraction and development of the future leaders of our business, providing working environments that allow our early career colleagues to flourish and help develop a workforce that is powered by diversity of thought and is ready for our now and future skill requirements.
Cairn Homes	Create a D&I Forum. Providing a space for all employees to share their views and thoughts on the workplace, and influence procedures and policies relating to ED&I.	Volunteers to participate were sought from across the company and has now established a rhythm of engagement. The Forum was established to bring new perspectives to the fore at Cairn, e.g. highlighting more diverse celebrations and holidays that matter to our stakeholders, to facilitate in-depth, qualitative reviews of survey results, informally of drawing out issues and ensuring these are addressed sensitively; and to increase awareness, knowledge and understanding of ED&I amongst members. Forum members are then ambassadors for our ED&I Strategy; increasing awareness of diversity at Cairn and amongst our stakeholders including employees, supply chain and customers.
Central Bank of Ireland	Develop and implement a gender identity and expression in the workplace policy, toolkit and supports in H1 2021. Publish and promote the new policy internally and externally.	Policy launched and publicly available. Internal launch included leadership briefing, cascade of policy & toolkit to all staff, awareness video and a launch event in partnership with our Rainbow Network. The external publication was supported by social media (LinkedIn) posts and a news item on our public website. Awareness training commenced in 2021 and continues through 2022 – to date over 350 (c. 17.5%) of staff have completed training.
Coillte	Development of a Diversity and Inclusion policy and strategy	D&I Strategy for 3 years from 2022-2024 is in the final stages and will be launched in Summer 2022. The process included extensive internal workshops and external consultations, and the feedback received has been incorporated into the strategy document. The strategy will be delivered through an action plan which will be evaluated on an annual basis.
Compass Group Ireland	Develop a pathways to employment programme to attract entry level staff facing barriers to employment.	Progress on the pathways to employment programme has been negatively impacted due to COVID 19. A number of initiatives have commenced including a Chef Apprentice programme. However, overall strategy is in advanced stage of development and will be rolled out later this year.

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Cook Medical Ireland Ltd.	We are updating 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. We will be adding additional verbiage to job advertisements for full transparency.	An inclusion statement has been developed and is added to all job advertisements. The statement is as below: Cook Medical is proud to be an equal opportunity employer and we know that diversity makes us stronger and better as a company. Every day we make life-saving products and do what is best for patients worldwide, and the people that join Cook make this possible. In keeping with our Cook Group values, we are committed to treating all employees equally regardless of gender, civil status, family status, sexual orientation, religious belief, age, disability, race or membership of the traveller community. It is our policy to ensure that as much accommodation as possible is carried out to facilitate the participation of all individuals to ensure equity in the recruitment process and in the workplace.
Cork Chamber of Commerce	We commit to ringfencing at least one student placement to someone from a diverse group/background	A student from Ireland Fellow Program scholarship beneficiary under Irish Aid (Irish Government of Ireland's official international Development Aid Programme) has commenced a 6 month work placement with Cork Chamber. We also supported a student from direct provision in securing a work placement with a member company following several failed attempts of the student trying to secure a placement alone.
Deloitte	Launch an Inclusion Passport	The Inclusion Passport was piloted in early 2021 to facilitate staff in having a conversation with their line manager around potential supports or accommodations that would help them to thrive personally and professionally at work. Once agreed, the supports are documented in the Inclusion Passport, which can then be shared with colleagues, so that any change in team or project doesn't require a re-negotiation. Following the success of the pilot, the Inclusion Passport was embedded into the HR system (Workday) and launched firmwide in September 2021 as part of our Deloitte Works approach to hybrid working.
DHL Supply Chain	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.	All the new starters at Senior Management level completed the training. In the year 2022, we have 2x additional colleagues under this category, and they are in progress at getting their training completed.
Diageo	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	Wide review of hiring activities across the company was conducted. Initiatives like use of gender-neutral language in job descriptions, use of imagery reflecting the company values; electronic screening of candidates to avoid "Like-Me" bias; training of managers to hire for potential; diverse interview panels were implemented.
Dublin Bus	Dublin Bus recognises that female employees are under-represented in the company. To address the imbalance the company has launched a female driver recruitment campaign.	Since the campaign launched in 2019, Dublin Bus has increased female drivers by 60% despite dealing with the negative impact of COVID 19. Recognising our progress but intent on building on the momentum, Dublin Bus will re-activate the campaign in autumn 2022.
Eir	eir is committing to the publication of its next gender pay gap report in 2022, publicising the efforts made to close the gap.	eir was the first Irish telecommunications company to publish a gender pay gap report in 2021, ahead of any legislative requirement, and is currently working on its second report, which will be published in the coming months.

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Eirgrid plc	Conduct an employee survey on nurturing a culture of inclusion	Survey is complete and the feedback is feeding into the emerging strategy.
Energia	Establish Female Networks across Energia Group	Established Women in Energy Network at Energia which is further broken down into smaller groups for: Early careers Aspiring women Women's health Women Returners Carer's group The network was launched in October 2021 with 60 members including men.
Enterprise Rent-a-car	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.	Enterprise's Women in Leadership program is resulting in increased female hires across the company. One of the many initiatives used to attract female talent is a specific recruitment drive for female employees with a strong sports background recognising many of the skills required to excel at sport are transferable to business.
Fujitsu Ireland	Identifying, understanding and improving our diversity data collection practices to develop a more diverse and inclusive workforce.	Fujitsu's first action was to add voluntary D&I questions to the biannual Employee Engagement survey. The survey featured voluntary questions on Age, Gender, Disability, Ethnicity, Sexual Orientation and Social Mobility. Following this, the Fujitsu D&I team analysed the anonymised data to gain a greater understanding of diversity profile of the organisation. The next step of the project is to enhance our existing HR system by expanding the current data fields, and to encourage the voluntary disclosure of diversity data.
Glenveagh Properties	Conduct staff survey to review our performance in D&I action	In 2021 Glenveagh Properties were awarded 'Investors in Diversity' Silver Standard accreditation as a result of the staff survey conducted by the Irish Centre for Diversity.
Gas Networks Ireland	Development of Inclusion Statement	An inclusion statement has been developed and is added to all job advertisements. The statement is as below: "We are committed to providing a diverse and inclusive place of work and have a robust strategy and framework called ibelong to enable this. We are an equal opportunity employer and through our recruitment process we welcome and encourage applications from interested and suitably qualified individuals regardless of gender, age, racial or ethnic origin, membership of the traveller community, religion or beliefs, family or civil status, sexual orientation/gender identity or disability."
HSBC Ireland	Undertake Thematic review on Culture based on CBI Thematic review of relevant financial industry	The Thematic review was completed and its learnings are being implemented to enable the company drive the agenda and also engage & educate colleagues on D&I. Key actions like People Manager's Club and new Employee Resource Groups (D&I, Pride, Green Team, Corporate Sustainability and Mental Health) have been set up to embed D&I in the company's culture.

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Heineken Ireland	Develop a 3 year roadmap for HEINEKEN Ireland's Diversity and Inclusion strategy	Inclusion & Diversity Roadmap developed with three principle tenets: I&D starts with <b>courageous leadership</b> We all contribute to <b>fostering an inclusive environment</b> Creating equal opportunities
Iarnród Éireann	External provider to work with our staff trainers on new EDI training module.	EDI Training module has been reviewed and the in-house trainers are being trained on it. Pilot courses have been completed successfully and a combination of in person and virtual trainings will be launched to cover a workforce of 4000 employees in Q3 of 2022.
IBM Ireland	Introduce "Skills First", an alternative talent pipeline to include Apprenticeships, Trainees and Neurodiverse talent	At IBM in Ireland we are committed to providing access and opportunities for training and upskilling as we continue to push the boundaries of technology for our clients. From school students to professionals who wish to reskill we are providing no-charge access to technical and professional skills which will help individuals from all backgrounds build a brighter future
Irish Cement	Enhance female representation in the Graduate Programme	More than 50% of the Graduate Programme hires are females
Irish Water	Establishment of an Ethnic & Cultural Network under the iBelong Umbrella of the D&I Council to promote and celebrate racial, ethnic and cultural diversity.	Established and launched the network and witnessed strong engagement from staff.
Janssen Sciences Ireland	Roll out Disability Confidence Training	Rolled out training sessions with hiring managers to heighten awareness of the diversity within disability and embed our D&I footprint in a more systematic way when engaging external labour. Quarterly disability confidence training sessions are scheduled for all employees and external speakers are engaged on various disability themed topics to build confidence and awareness amongst all employees.
Lidl Ireland	Establish a forum to get insights from employees' lived experience.	Diversity Forum at Lidl Ireland has been established with appointed lead and terms of reference now in place. It is currently progressing on delivery of D&I initiatives across all levels of the organisation. As our workforce is spread across store, warehouse and office environments, the forum allows us to get insights and input from all areas of the business.
Marks & Spencer (Ireland) Ltd	Implement appropriate mandatory diversity and unconscious bias training for all involved in recruiting and selecting and for all managers.	All people managers and hiring managers have been trained on unconscious bias training as part of the new recruitment process. This process also allows for the candidates to progress with blind CVs and hiring managers do not have any visibility of a person's gender, background etc. The training is mandatory for all employees and is refreshed yearly.
Maveric	Create a work placement programme for people in direct provision	Recruited a full-time employee in partnership with supported employment programs in 2021. More work placements on similar model to follow in 2022.



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Mercury Engineering	Mercury is committed to increasing the number of female employees in the organisation.	At the graduate level, 20% hires are females. Have also had success with females promoted to senior roles (19.5%) and recently hired a female Operations Manager
Momentum Support	We are committed to raising awareness and enhancing the understanding of Equality, D&I among the Momentum Support Management and Office Support Team, through the delivery of Equality, Diversity and Inclusion Workplace training.	Momentum Support successfully delivered Equality, Diversity and Inclusion training to the management and office support team.
Musgrave	Raise awareness of unconscious bias and its impact on decision making through training of People Managers and colleagues	Phase 1 of the program is in process with 14 internal facilitators being trained to deliver this program to all people managers across the company.
Ornua	Implement Women in Leadership program to provide progression opportunities to more females in the company.	Women in Leadership program at Ornua has been implemented with sponsorship from senior leadership. The core purpose of this program is to empower female leaders within the business. By end of 2021, 120 females have successfully completed the program.
Permanent TSB	Conduct a survey of our colleagues on their perceptions of Diversity and Inclusion within PTSB.	<p>As part of our annual "Every Voice Counts" colleague engagement survey, we had a section of the survey dedicated to D&amp;I. 4 questions were included pertaining to D&amp;I:</p> <p>I feel comfortable being myself at work regardless of my background and life experiences</p> <p>I am aware of the flexible work options that are available to me</p> <p>Permanent TSB supports and cares about the health &amp; wellbeing of its people</p> <p>I feel safe to speak up if I saw inappropriate behaviour without fear of negative consequences</p> <p>Currently, as part of a review of how we are progressing with our current 2021-2023 strategy, on building on our Bronze accreditation from 2021, we are undergoing a review by Irish Centre for Diversity. The ICD issued a survey to all colleagues in partnership to measure colleague perceptions of D&amp;I in a more in-depth way, with over 50 questions included. We are currently awaiting the results of this assessment.</p>
PwC	Evolve our data driven approach to improve the lived experience of all our people to create a truly inclusive workforce.	<p>PwC Ireland extended their annual engagement survey to include questions and demographics that better enable the company to understand and measure diversity, inclusion, employee experience and belonging at PwC. With a record participation rate of 88% a rich source of data provides invaluable insight to further enhance the journey to build an inclusive culture at PwC.</p> <p>PwC is in the process of adding a range of new identity fields including Ethnicity, Religion and Gender Identity to their HR system.</p> <p>Finally, PwC has undertaken further analysis on their Gender Pay Gap in 2022, reporting on the gap, their progress and their action plan internally and externally.</p>



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Roadstone	Partner with Local Employment Group (South Dublin Partnership) to increase candidate pool for open roles	Roadstone has developed a successful partnership with local employment group and is working with them to attract diverse applicants for open roles in the company.
RSA Group	Commence an internship programme to support people with intellectual disabilities to access work placements.	Recruited two interns from Trinity Centre for People with Intellectual Disabilities. One of the two interns undertook an eight month placement in the company. As part of this initiative, their reporting managers were trained on managing intellectual disability. RSA Insurance Ireland has committed to delivering three employment-related workshops to TCPID students in May, and will work with TCPID to identify new interns to join the business in June/July.
Sky Ireland	Make Sky's workforce more representative of our customers and local communities, at all levels, with a focus on gender and ethnic balance.	Growth and Development was identified as a key priority for 2021. We introduced the New Horizons programme to encourage growth and development of colleagues from minority groups into non-front-line roles. We created eleven placement opportunities across the business and ran an internal recruitment campaign. Successful candidates were each assigned a mentor from their new department, who supported and helped them with their development.
Sodexo Ireland	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.	The aim of our Spotlight campaign was to share progression stories from a diverse group of colleagues. We wanted front line colleagues to see people similar to them, achieving and progressing through the business. We created a short questionnaire to create the stories, then selected 6 to profile – for example a cleaning manager who had started at entry level, a catering manager who had started as a kitchen porter. These colleague stories were then profiled at our National Town Hall and as a series in our weekly newsletter (presented both in English, and where applicable in the native language of the colleague in question). We are monitoring attrition rates to measure the success of this initiative.
SSE	We will ensure that all Hiring Managers complete an inclusive recruitment upskilling programme to understand how to be consciously inclusive	Training for all Hiring Managers on embedding inclusion in the recruitment process was completed as part of the 'Ensuring Inclusive Behaviour at SSE' campaign
Tesco Ireland	All our colleagues will complete mandatory Diversity and Inclusion training	Out of the workforce of more than ten thousand employees in Ireland, 80% employees have already completed the mandatory D&I training. It is also included as part of the induction program for all the new joiners.
Veolia	Review job descriptions, current recruitment channels and roll out unconscious bias training for our hiring managers.	All job descriptions for vacancies were reviewed using gender decoders to ensure use of neutral language. Recruitment channels have also been widened and new media introduced like Indeed to widen recruitment channels to source applicants. Unconscious Bias training for the Senior Leadership team commenced and an e-learning training module for hiring managers was launched.
William Fry	Partner with local DEIS schools and rural schools to encourage TY students to consider a career in law	More than 100 Transition Year students from DEIS and rural schools participated in this Trainee Led Programme in 2021-22, with 45 trainees actively involved in the programme development and delivery. In 2022, the programme will continue with target of 9 new schools (both in Dublin and rural areas) over the next 3 years.

