

Progress Against Commitments

Measuring the diversity profile is a critical first step to building a diverse, equitable and inclusive workforce. Data helps to identify gaps and enables the design of interventions for improvement. In addition to providing data to build the diversity profile of the collective workforce, Signatories also pledge to share information on the activities they have developed to enhance inclusion. This section presents all of the Elevate Signatory commitments and progress over the last year. The commitments are grouped into one of five areas of focus as highlighted in the 2022 Elevate report, namely: Strategy, Culture, Engaging All, Building Capacity and Inclusive Hiring Practices.

Strategy

To achieve progress in DE&I, it is essential to have a strategy that the whole business can align to. Implementing this strategy requires strong and committed leadership and sufficient resource allocation that reflects the desired outcomes. The DE&I strategy should resonate with everyone in the business and everyone should know the role they have to play. It needs to be interwoven across the business ensuring there is a DE&I lens on all activity.

Commitments from Elevate Signatories relating to DE&I Strategy are listed below:

Allianz plc	<p>Commitment</p> <p>Enhance DE&I in our policies and processes.</p> <p>Progress</p> <p>In 2022 in Allianz we reflected upon and improved our Inclusiveness and Diversity (“I&D”) strategy and demonstrated our full commitment to ensuring that I&D is at the centre of our business activities here in Ireland. An implementation programme accompanied our strategy and was set out in detail. Like many organisations and sectors, Allianz plc has had to adjust significantly with the unprecedented challenges brought on by the COVID-19 pandemic. Moving forward, the issue of I&D in the post-Covid hybrid working world is significant and was a key focus in 2022. In 2022, Allianz Ireland became a founding signatory to the Women in Finance charter, alongside becoming a signatory to the Business In the Community Elevate Pledge. As part of our inclusion strategy, we also undertook an anonymous Self-ID employee engagement exercise on disability demographics. The aim of collecting disability data is to drive cultural change and increase awareness on disability inclusion. This is key to establish a baseline of disability inclusion, for public commitments, global rankings and to drive cultural change. In conjunction with the Allianz Group, Allianz Ireland was also re-certified by EDGE and our approach to Equal Pay was successfully audited and confirmed for 2022. This was confirmed by Allianz Group in 2022 as part of a global announcement on achievement of Equal Pay.</p>
Bidvest Noonan	<p>Commitment</p> <p>Accreditation mark for our EDE&I programme. Input processes in place to capture EDE&I data, where applicable.</p> <p>Progress</p> <p>Bronze accreditation achieved through the Diversity mark.</p>

Strategy

Breedon Ireland*

Commitment

We commit to formalising a cohesive diversity and inclusion strategy based on research we undertook in 2022, so that we can implement the right approach to support our colleagues.

Coillte

Commitment

Launch of 2022-2024 DEI Strategy and the Ability Campaign

Progress

In 2022, Coillte published its DEI Strategy 2022-2024. It also held its first 'Ability Campaign' to raise awareness of acceptance of people with all different levels of abilities within Coillte and to support those with challenges, both visible and invisible. The campaign involved a number of colleague initiatives including disability awareness training, a partnership with the Trinity Centre for People with Intellectual Disabilities (TCPID), a series of guest speaker webinars, and personal stories shared by Coillte employees. We intend to further build on these important initiatives in the coming year as we work to deliver a diverse, equitable and inclusive organisation.

Diageo Ireland

Commitment

Diageo pledges to use attraction and sourcing strategies to identify the best and diverse talent pool available, as well as identifying and removing all barriers to access, forming diverse interview panels and candidate shortlists.

Progress

Diageo has made active progress in attracting diverse talent through the creation of an inclusive culture through the implementation of policies and strategic planning. Diageo is making efforts to remove barriers to access through the implementation of blind CVs and the introduction of mandatory unconscious bias training for all hiring managers. Diageo recognises that there is still a lot of work to be done, but we are happy to be on the right track.

*New Signatory for 2023, will report on progress against commitments in 2024.

Strategy

ESB*	<p>Commitment</p> <p>Following a refresh of our Inclusion & Diversity Strategy in 2022 we have set specific targets to grow female numbers and increase the female leadership pipeline in ESB, in particular across technical and STEM areas. Based on feedback from female colleagues on the challenges that they face on their career journeys, we are establishing a programme that will help to address these challenges. Our commitment is to have this programme successfully up and running in 2023.</p>
Grant Thornton Ireland	<p>Commitment</p> <p>Investors in Diversity Silver Accreditation.</p> <p>Progress</p> <p>We achieved the Investors in Diversity Silver Accreditation in October 2022.</p>
HSBC Ireland	<p>Commitment</p> <p>Create a Diversity and Inclusion Policy, including updating our Recruitment Principals to reflect our Diversity and Inclusion Principles.</p> <p>Progress</p> <p>A Diversity and Inclusion Policy was created detailing our approach to DE&I in HSBC Ireland. Our Recruitment Principles have been updated to ensure we hire and promote people at HSBC in a fair, transparent and inclusive way and importantly to ensure that we are progressing under-represented talent to senior levels.</p>
Ornua	<p>Commitment</p> <p>Business Unit D&B Performance KPI for 2023.</p> <p>Progress</p> <p>Each Leadership Team across Ornua is setting a Performance KPI on D&B that is relevant to their particular business area.</p>

*New Signatory for 2023, will report on progress against commitments in 2024.

Strategy

Servier (Ireland)
Industries Ltd.

Commitment

Our 2022/23 action was to sign up to the Elevate Pledge and to launch a year of DE&I Awareness on site.

Progress

We successfully signed up to the Elevate Pledge with the full support of our Management Team and in January we announced the launch of our year of DE&I Awareness.

SSE

Commitment

Starting to capture social mobility.

Progress

Assessing how to report the socio economic background findings with a view to having 100% employee completion by end March 2024, through building the sharing of diversity data into the annual mandatory I&D training for all.

Sysco Ireland*

Commitment

We will launch our first DEI knowledge check survey in 2023. This survey will gauge the levels of awareness and knowledge across the business when it comes to DEI and from this, we will develop an appropriate education campaign to support. This survey will be taken again later to see how we have moved the dial with our colleagues in Ireland.

*New Signatory for 2023, will report on progress against commitments in 2024.

Be Pro-Active on Culture

A successful DE&I strategy is fundamentally about cultural change and requires effort and engagement of multiple layers of stakeholders inside and outside the organisation. Employers have to work to actively cultivate inclusive practices throughout the organisation and unless actively managed the culture of an organisation can allow unintentional biases to flourish.

Commitments from Elevate Signatories related to Culture are listed below:

Accenture

Commitment

Achieve a 50:50 Gender-Balanced Workforce by 2025.

Progress

At Accenture, we believe a future workforce is an equal one. We have set bold goals to accelerate gender equality, and we are well on our way to achieve gender parity – for those whose gender is binary – by 2025. To foster a culture of equality and help our female talent to thrive we have launched a number of new benefits to help support and retain our people, including the introduction of paid fertility leave, surrogacy leave, and pregnancy loss leave for all employees regardless of gender. We have also launched a new partnership with The Menopause Hub Ireland to provide our people and members of their household with specialist advice and support. As part of this partnership, we held a number of education and awareness webinars to help create awareness and foster a culture where our people feel more open talking about menopause in the workplace and able to seek the support they need.

An Post

Commitment

Develop a more accessible workplace for people of all abilities.

Progress

An Post have partnered with Ability Focus and rolled out Disability Awareness training across the company, with 1000+ employees trained to date and HR recruitment teams trained on inclusive recruitment of persons with disabilities. We have also refreshed our Disability Inclusion policy and will launch our reasonable accommodation passport and policy in March 2023.



Be Pro-Active on Culture

Bank of Ireland Group

Commitment

Review our current policies and supports, with an I&D lens and an aspiration to be as progressive as possible for colleagues.

Progress

In February 2023, we launched 'Family Matters', a set of new and enhanced people policies and supports for colleagues working at Bank of Ireland. As one of the biggest employers in Ireland, we want to build a progressive workplace and contribute to a progressive society. The new benefits included paid parents leave (ROI), shared parental leave (UK), new provision for foster care leave and early pregnancy leave. These policies were in addition to our fertility, surrogacy and menopause policies previously released. We also made all family leave policies 'day one' entitlements for colleagues, meaning they can avail of benefits from the first day of employment. These new policies are designed to have a positive impact on both the personal and financial wellbeing of our colleagues.

Deloitte Ireland LLP

Commitment

Launch an Inclusion Passport.

Progress

We first launched our Inclusion Passport in 2021 as part of our approach to hybrid working, Deloitte Works. However, we drove a targeted campaign in 2022 to increase uptake by running information sessions and embedding the Inclusion Passport in our objective setting process. This has resulted in over 60 people now having an Inclusion Passport with a wide range of supports being agreed to help people thrive professionally and personally.

eir

Commitment

At eir, we are committed to building a truly diverse and inclusive organisation. This is central to our purpose "Connecting for a Better Ireland".

Progress

Over the course of 2022 we have made significant progress in demonstrating this commitment. We reported a 4% reduction in our Gender Pay Gap year on year. We updated all our marketing content to show female employees at work, to attract and promote female representation. We focussed significantly on the development of our talent; running our annual mentoring programme and developing a bespoke Leadership Programme for 85 of our senior leaders. The open eir Apprentice Programme was also launched and we welcomed 55 new apprentices to eir at the beginning of 2023.

Be Pro-Active on Culture

Energia Group

Commitment

To establish a Women's Network.

Progress

We have established our Network, we have implemented new women's health policies which include additional paid time off for pregnancy loss and fertility treatment. We have established an active women returners group and we have a new guide for supporting employees through the menopause. We have an annual calendar of in person and virtual events and have had a strategy session to review our vision and purpose. We have entered into a partnership with Riley who provide sustainable period products and they will be available to all employees at Energia Group at all locations.

Fujitsu Ireland

Commitment

Fujitsu's first action was to add voluntary Diversity & Inclusion 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 DE&I team analysed the anonymised data to gain a greater understanding to enhance our existing HR system by expanding the current data fields, and to encourage the voluntary disclosure of diversity data.

Progress

Since we signed our commitment to the Elevate Pledge, we have completed 3 employee surveys which included voluntary Diversity & Inclusion questions. 100% of survey respondents have completed the Diversity & Inclusion questions showing our workforce's openness to provide their data to inform action planning. We will build on this openness to progress our goal to enhance our existing HR system by expanding the current data fields, and to encourage the voluntary disclosure of diversity data.

Be Pro-Active on Culture

HEINEKEN Ireland

Commitment

We pledge to build an inclusive and diverse salesforce & workplace where everyone feels empowered to be unique and to achieve their full potential (with 35% female representation by 2025).

Progress

Female representation at Senior Management Team level is 40%. We are also rolling out Inclusive Leadership Training to People Manager and Leadership Team at HEINEKEN Ireland in 2023.

PwC

Commitment

Evolve our data driven approach to improve the lived experience of all our people to create a truly inclusive workforce.

Progress

Within PwC, we recognise the importance of authentic self-expression in the workplace – providing our people with the tools to express aspects of their personal and professional identity and celebrating what makes them unique. To support this, we launched our ‘This is me’ – a firmwide campaign encouraging our people to update and share their self-identification data (such as Gender Identity, Disability, Ethnicity, Disability etc information) in our HR system. Through our ‘This is me’ campaign, our aim was to gain a more comprehensive understanding of our people to understand the full spectrum of how they identify, power more impactful diversity and inclusion initiatives through data and ensure we are representative of the communities we live in. As part of the launch, we ran an innovative month-long communications campaign and developed key informational resources aimed at enhancing awareness around self-identification, its relevance to our I&D efforts and the tools available to facilitate authentic self-expression and advocate for comprehensive data. We also ran a firmwide workshop around identity and identity expression in the workplace and its importance in cultivating a culture of belonging. This ongoing campaign will help us to take a more data-driven approach to I&D – helping us to better understand the full spectrum of how our people identify, so we can make sure that we are cultivating a culture of belonging where our people feel comfortable bringing their full selves to work and are celebrated for who they are.

Be Pro-Active on Culture

Uisce Eireann

Commitment

Our Commitment is to continue to promote our ibelong programme of work building awareness of the benefits of having a diverse and inclusive workplace where all employees can bring their whole selves to work. In our commitment through our Gender Pay Gap report looking at our recruitment pipelines and supporting the work of the Women's Network in continuing to provide awareness to enhance female representations across Uisce Eireann. One key focus is crafting our Employee Value proposition in attracting and retaining a diverse workplace of employees that will represent everything of the value Uisce Eireann has to offer it's employees.

Progress

As part of the All-female Talent Development programme which included 105 participants in 2021, other measures include recruitment enhanced single sex shortlists, the gender balanced interview panels, unconscious bias training . The Ethnicity and Cultural Network launched a Mutual Mentoring and Development pilot programme to identify and develop high-potential individuals from minority backgrounds and equip them with building long-term career success within the organisation as well as enabling senior staff to learn more about the social issues affecting ethnic minority colleagues in Uisce Eireann, continuing to build a diverse workplace by attending the Graduate Fairs and by directly engaging with universities and schools through the Uisce Eireann Graduate Programme; a higher number of applicants from non-EEA countries applied across all programmes enhancing and diversifying our talent pools.47% of our graduates were female, the highest intake of female Graduates from non-EEA countries accounted for 21% of successful applicants.

William Fry

Commitment

Our overall objective is to have gender balance at a senior leadership level and at every level of the firm including business services.

Progress

We use gender decoders in our job advertisements and mandatory manager training to eradicate unconscious bias in interviewing processes. We provide flexible working options, enhanced family friendly policies and coaching programmes to support working parents. We anonymously survey colleagues on how inclusive our people think our culture is and identify actions to improve. We ensure gender balanced interviews and a minimum of 2 females shortlisted for all senior leadership roles. We report on quarterly job exits to the executive committee to commit to action against potential bias. We ensure gender balance on all matter work and business development opportunities including pitches, calls and events.

Engage All Colleagues

Engaging all colleagues on the DE&I agenda and actively listening to what they have to say is an important aspect of successful DE&I strategies. From formal or semi-formal employee resource groups to formalised diversity action groups providing a sounding board on business activity, a combination of channels and initiatives are important to provide a holistic engagement experience for all colleagues.

Commitments from Elevate Signatories relating to Engaging Colleagues on DE&I are listed below:

Cairn Homes	<p>Commitment</p> <p>As a signatory to the Elevate Pledge, we committed to setting up an EDI Forum in 2022 to encourage equality, diversity and inclusion throughout our company.</p> <p>Progress</p> <p>During 2022, we established a regular EDI Forum in Cairn. It was initially run virtually due to lingering Covid-19 working arrangements, however following our return to office we established a face-to-face forum. We have maintained an option for virtual attendance to ensure the forum is fully accessible to our workforce across Ireland. There is now a regular rhythm to the forum with it occurring bi-monthly. The forum is chaired by a representative from the ESG team but it is a collaborative space where all members contribute ideas and initiatives for roll out across the business.</p>
Gas Networks Ireland	<p>Commitment</p> <p>Establish and Deliver a Female Development Program supported by a broad based mentoring program to support inclusion.</p> <p>Progress</p> <p>We have agreed a key focus of our DE&I approach this year will be centred on connecting people in our business through Targeted Female Development and Mentoring which we hope will increase intergenerational connections and learning within our groups.</p>

Engage All Colleagues

Glenveagh Properties plc

Commitment

In 2023, Glenveagh has committed to setting up Employee Network Groups to develop a more inclusive workplace for all.

Progress

Each Employee Network Group is supported by a member of our Executive Committee. We have launched the following ENGs – Parents/Carers Network, Disability Network, LGBTQI+ Network, Ethnicity Network, Women's Network, and witnessed strong engagement from staff.

Iarnród Éireann

Commitment

We will establish employee resource groups for underrepresented groups within Irish Rail.

Progress

We have identified ERGs as a key factor in creating an inclusive culture at Irish Rail; our People Strategy goal is to have 50% of all employees in ERGs by 2027. We are writing a framework for the governance of these ERGs. Key amongst these are the establishment of ERGs on the subjects of gender equality and disability inclusion, and we will soon invite employees to come forward to lead these groups.

IBM Ireland Ltd.

Commitment

At IBM we are proud of the diversity of our workforce, and we are committed to continue exploring new initiatives through recruitment, retention, inclusion, opportunity and tailored development.

Progress

We have active Business Resource Groups dedicated to gender, LGBTQ+, people with diverse abilities, neurodiversity and multicultural. Our corporate social responsibility initiatives are aligned to our inclusion goals. IBM SkillsBuild provides free digital training and supports adult learners develop new skills and help find job opportunities. Through IBM's Community Engagement programme, our employees actively volunteer in the communities in which they live and work by bringing their expertise to local challenges; for example, helping identify cyber security risks that make education institutions vulnerable.

Engage All Colleagues

Lidl Ireland

Commitment

Last year, our commitment was to establish our DE&I forum for employees. This was been achieved and the group meets on a monthly basis. This year, we have established Board Champions for each of the following areas Gender Equality, LGBTQ+, Race & Ethnicity, Age in the Workplace, Disability and Low SES areas.

Progress

In 2022, the D&I forum was established with a lead, terms of reference, meeting schedule and agenda. The forum is made up of employees from our warehouses, stores and offices to ensure all perspectives are seen and heard.

Permanent TSB

Commitment

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

Progress

In 2022 we achieved the Investors in Diversity Silver Accreditation in partnership with the Irish Centre for Diversity (ICD), the Silver accreditation is based on an external colleague's survey measuring colleague's perceptions of Diversity & Inclusion in PTSB. Based on the feedback from this survey and the requirements for Gold accreditation we have refreshed our DEI Strategy for 2023-2025 to ensure we continue to improve as we aim for Gold Accreditation. In addition we also completed our annual Every Voice Counts colleague engagement survey including a section dedicated to Diversity & Inclusion. 4 questions were included pertaining to DEI: I feel comfortable being myself at work regardless of my background and life experiences; I am aware of the flexible work options that are available to me; Permanent TSB supports and cares about the health & wellbeing of its people; I feel safe to speak up if I saw inappropriate behaviour without fear of negative consequences

Roadstone

Commitment

Further develop and sustain the relationship with our new female network (employee representative group).

Progress

We have arranged the grouping in late 2022 as part of the Gender Pay Gap Report. The group has brought suggested improvements to HR. A number of these will be actioned. The group has also been involved in launching the International Womens Day celebration this March.

Build Capacity and Confidence on DE&I

When starting to look at particular aspects of DE&I, training programmes to ensure all colleagues have the same basic knowledge and understanding are important. As the organisation matures in the approach to DE&I, then training can be adapted and woven into the usual Learning & Development plan.

Commitments from Elevate Signatories relating to Capacity and Confidence building on DE&I are listed below:

ABM Ireland

Commitment

Deliver Diversity, Equity, and Inclusion Training to all levels within the organisation. This will increase awareness to all levels of the business from operative level to the senior leadership team. ABM Ireland will make this training accessible to all employees through our online training platform.

Progress

Training already completed by Management and Office Functions and the training will be rolled out to the other levels including operative level in 2023.

Aldi

Commitment

Women in Leadership Programme.

Progress

To roll out this mentorship programme in 2023.

Bus Éireann

Commitment

Develop and Implement a Training Strategy for Diversity and Inclusion (Pledged on 3rd Nov 2022).

Progress

In the three months that we committed the pledge, we have made significant progress. We have procured Inclusive leadership training for our Senior Leadership Team and our Senior Managers. We have procured training for our DEI champions which will commence in February 2023 and we have procured 4 online modules for all our employees to take from Feb 2023 on a phased roll out basis.



Build Capacity and Confidence on DE&I

Calor*	<p>Commitment</p> <p>Introduce mandatory Diversity & Inclusion training to deepen understanding of the need for a diverse & inclusive workplace.</p>
Central Bank of Ireland	<p>Commitment</p> <p>Awareness and education – So that we build knowledge, understanding and skills to enable and empower all of our people to play their part in building a diverse and inclusive workplace.</p> <p>Progress</p> <p>In 2022, the Central Bank focused on raising the level of understanding of D&I across the organisation, at all levels. A new D&I e-learning module and complementary classroom-based training were designed, developed and launched during 2022. The D&I e-learning module was completed by over 1,450 staff (c. 70%) in 2022. At the leadership level, in addition to the Inclusive Leadership module delivered as part of our internal leadership development programme, two additional masterclass events were held for all leaders covering Inclusive Hybrid Working and Role-Modelling Inclusive Behaviour.</p>
DHL Supply Chain	<p>Commitment</p> <p>DHL Supply Chain commit to the completion of DHL Certified Inclusive Leadership Program (Bronze) for all senior managers in our business.</p> <p>Progress</p> <p>All senior managers complete. Additionally we decided to role this initiative to all our people managers.</p>
Eason	<p>Commitment</p> <p>Unconscious Bias and Diversity Awareness for all recruiters and hiring managers.</p> <p>Progress</p> <p>LMS has basic unconscious bias training available to all.</p>

*New Signatory for 2023, will report on progress against commitments in 2024.

Build Capacity and Confidence on DE&I

ESW

Commitment

Introduce An Introduction to Diversity & Inclusion Training Module.

Progress

Currently at the planning stage of this project.

Janssen

Commitment

Create a mentoring programme to gain insights into the experiences of minority groups within the business to inform action on reducing barriers to progression.

Progress

- a) Grow partnership with 3rd Level Disability Support Service mentoring programs.
- b) Support Transition Year mentoring program with NCBI.
- c) WiSTEM2D mentoring program in place that promotes sharing of experience & knowledge to support personal & professional development.

Marks & Spencer (Ireland) Ltd

Commitment

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

Progress

We continue to complete DE&I training for all colleagues every year. 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.

We are this year rolling out flexible working across the estate to support colleagues who have responsibilities/interests outside work.

This year we reported on Gender Pay and confirmed that females make up over 40% of our Store Management population. We will address our Gender Pay Gap by ensuring Women in our business feel empowered to access the development tools available and experience regular impactful career conversations and we'll continue to monitor and drive representation through our internal development programmes.



Build Capacity and Confidence on DE&I

Musgrave

Commitment

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

Progress

12 new facilitators trained to deliver unconscious bias training. Over 240 people managers participated in the training in 2023.

RSA Insurance Ireland and 123.ie

Commitment

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

Progress

Recruited three interns from Trinity Centre for People with Intellectual Disabilities. One of the three interns undertook an eight month placement in the company. As part of this initiative, all reporting managers were trained on managing intellectual disability. RSA Insurance Ireland hosted three employment-related workshops for first-year TCPID students in May, and have recently recruited a new intern into the business.

Sky Ireland

Commitment

50/50 by Representation targets of 2025 Gender Balance and 10% Black Asian and Ethnic Minority Groups.

Progress

Inclusive recruitment processes in place, Unconscious Bias training, Balanced shortlistings.

Implement Inclusive Hiring Practices

The first step to building a diverse workforce is to open the door for diverse candidates to join. There is no one secret formula to success and as with any other aspect of business, a mix of big and small initiatives can help bring about change.

Commitments from Elevate Signatories relating to Inclusive Hiring Practices are listed below:

AIB Group

Commitment

As part of AIB's Inclusion and Diversity strategy for 2022 a tangible action in the area of diverse talent recruitment was committed to.

Progress

In September AIB launched a new apprenticeship programme, with apprentices drawn from programmes run by designated third-level institutions and industry bodies such as IFS/IBEC – Financial Services apprenticeships. 25 apprentices took up positions across the Group with placements in ROI, UK and AIB NI.

A&L Goodbody

Commitment

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

Progress

We are now tracking the diversity criteria of applications of our graduate programmes and as a result can report on how many applications we are receiving from a gender, socio economic, LGBTQ+ and disability perspective. This means we now have a baseline to track progress against. In addition to this, as part of our social mobility strategy this year, we have committed to setting a target that 5% of all applications to the graduate recruitment programme will be from lower socio economic backgrounds. And that we will reserve five spots in our summer intern programme for access students. We are currently implementing a pilot mentoring programme with UCC's disability student services to mentor and provide guidance to students with disabilities applying for ALG graduate programmes. We partner with Career Leap to employ people from our local community (north east inner city). In the past year we have had a 100% increase from last year of people from the local community who reached interview stage and have employed two persons.

Implement Inclusive Hiring Practices

Actavo

Commitment

To support local students from disadvantaged communities with career advice and work experience opportunities.

Progress

We have partnered with 2 local DEIS schools to provide mock interview skills training, career overviews, mentoring and work experience to 5th year students.

Aviva

Commitment

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

Progress

Disclosure Completion % so far: Gender – 100.0% | Race/Ethnicity 72.9% | Religion – 70.4% | Age – 100.0% | Disability – 30.3% | Carer or Parental Responsibilities – 30.8% | Socio-Economic Background – 28.5% | Socio-Economic Background_new – 13.8% | Sexual Orientation – 69.7% | Gender Identity – 71.1%.

Britvic Ireland

Commitment

Create two placements for employees of diverse ability in partnership with KARE.

Progress

In January 2022 we employed two people with diverse abilities through Kare on 6 month workplacement contracts. The placements were such a success that they were initially extended and in October we made them permanent members of the team.



Implement Inclusive Hiring Practices

BT Ireland

Commitment

Advance our early careers attraction, development and retention programme.

Progress

We're creating more early career opportunities, including graduate, apprentice, and intern positions. We attend recruitment fairs that give better diversity of candidates. We've formalised the process for apprentices mapping into Junior Field Engineer roles which has led to improved retention and development. We've seen an increase in both our apprentices and interns developing their careers into more senior roles within the business. We've an Early Careers employee resource group, with executive sponsors from the Leadership Team. We've seen an increase in engagement in our early career's cohort via surveys. We work with organisations such as Dublin City University to provide bursaries and work placements for students from socio-economically disadvantaged backgrounds. We raise awareness of tech careers through initiatives such as the BT Young Scientist & Technology Exhibition and the City of Dublin Separated Children's Service.

Compass Group Ireland

Commitment

We aim to address the inequalities that create barriers to progression, focusing on those from less advantaged and under-represented backgrounds.

Progress

We are now members of Open Doors Initiative and are working on a specific Compass Ireland activity to progress our aim as outlined above. We have amended our Job Descriptions and Job advertisements to remove any unconscious bias and in particular welcome applications from those coming out of the criminal justice system. We have worked with Working to Change and have supported people with interviews and job offers. We have employed colleagues with different abilities via Downs Syndrome Ireland and Disability Action [NI], among others. We have developed a new Ability Network internally to drive Education/Awareness and promote employment opportunities to those with different abilities. We are reviewing our Culinary Apprenticeship Programme to encourage more female participation, as this is an area we have struggled with.



Implement Inclusive Hiring Practices

Cook Medical Ireland Ltd.

Commitment

Develop a partnership with The Rehab Group to identify opportunities to remove barriers to employment for people with disabilities.

Progress

We developed a new 12 week graduate program, Campus2Career, in partnership with The Rehab Group. The program, which has been created for graduates with disabilities, provides participants with mentoring, on the job training, practical experience and the support they require to succeed, while working as a valued member of Cook.

Cork Chamber

Commitment

We committed to having a student from diverse background on placement.

Progress

We had 2 ideas in mind when we made this commitment. 1 that one of our normal placement students would be diverse, whether that be ethnicity, background etc. The other was around a partnership we were due to launch with Cork ETB on meaningful transition year work placements for students who don't have the social capital to secure these placements themselves. Unfortunately due to the war in Ukraine there has been a delay on the partnership with Cork ETB as their resources have been tied up dealing with that. We are hoping to launch that this year instead. In terms of the other commitment we fulfilled that and had a student from an ethnic minority join us for 6 months on placement.

Dublin Bus

Commitment

Increase the female participation within the organisation.

Progress

Since 2019, the number of female bus drivers has increased by 72%.



Implement Inclusive Hiring Practices

Enterprise Rent-A-Car

Commitment

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.

Progress

As of 31 July 2022 (end of our Fiscal Year), we had achieved 38% Female Hires. As of 31st January 2023 (mid-way through our new Fiscal Year) we have achieved 44% Female Hires. We are currently achieving 36% Females at customer facing (Branch and Assistant Manager) levels (from 28% at the launch of the Elevate Pledge) and have more than doubled our representation of females at a senior management level (going from only two to five in the previous six months).

Mercury Engineering

Commitment

To increase the number of female employees in the organisation to 18%

Progress

The construction industry is heavily male dominated with only 5.5% female representation. Mercury currently has 11% female representation. We had a head count growth of over 100% in the last year, which further brought down our gender representation from 16% to 11%. We have reviewed our strategy and now have a focused effort called 'Grow our Own' Agenda which emphasises on achieving this via our Graduate program and apprenticeship programmes. We started our graduate program with 7% female representation in 2020, that went up to 20% in 2021 and in 2022, our graduate program had a 27% female representation. Female representation in the apprenticeship program has grown by over 200% between 2020 and 2022. Retention of our female employees remain at 99% and we believe we will begin to see representation/% increase across professional levels up senior management level in the next 5 years, as we focus on 'grow our own' agenda. Between 2021-22, our female promotion was 19.2% against our male promotions of 15.2%. We are committed to removing barriers for women at entry point as well as committed to ensuring that they are supported at different stages of the professional career taking into consideration important life stages for women and how that can impact career growth.



Implement Inclusive Hiring Practices

Sumitomo Mitsui Trust (Ireland) Limited

Commitment

We will recruit for skillset and not education level.

Progress

Senior Management Team (SMT) have removed all reference to educational requirements from all job advertisements and job descriptions. Candidates are selected for interview based solely on their experience and skillset. This is aimed at encouraging people without formal education and minorities to apply for roles in SMT.

Veolia

Commitment

To continue to ensure Inclusive hiring practices. We committed to reviewing our job descriptions to use more inclusive language, to widen our recruitment channels to encourage more diverse applications and to focus on increasing awareness and upskilling across the business on inclusion by continuing unconscious bias training.

Progress

A core element of our Future of Work planning is our Inclusion strategy and the pillar of Attraction and Selection was again identified as a key priority for 2022. During 2022 Gender Decoder was built into our recruitment system to ensure every role advertised would be reviewed consistently to ensure gender neutral language to encourage more female applications. We also continued to use more female imagery in our job advertisements to showcase females in technical roles. We launched our new Employer Brand "See the world as we do" and used increased female imagery in the video and pictures and we also created a female engineer video to help build our brand with females and promote the opportunities available to see an increase in female applications. We also aimed to widen our recruitment channels and we are using additional job boards and we also advertised our apprenticeship vacancies externally for the first time whilst using female imagery. Another part of our commitment was to focus on awareness and upskilling and we continued this last year by continuing with unconscious bias and protected characteristic elearning for managers alongside various lunch n learns on a number of inclusion topics for all employees and relaunching and promoting our Inclusion Hub for all employees so they can access materials and resources to increase their understanding of Inclusion. We also reported on our gender pay gap for the first time and we now have a baseline to understand and key actions to move forward with.

