

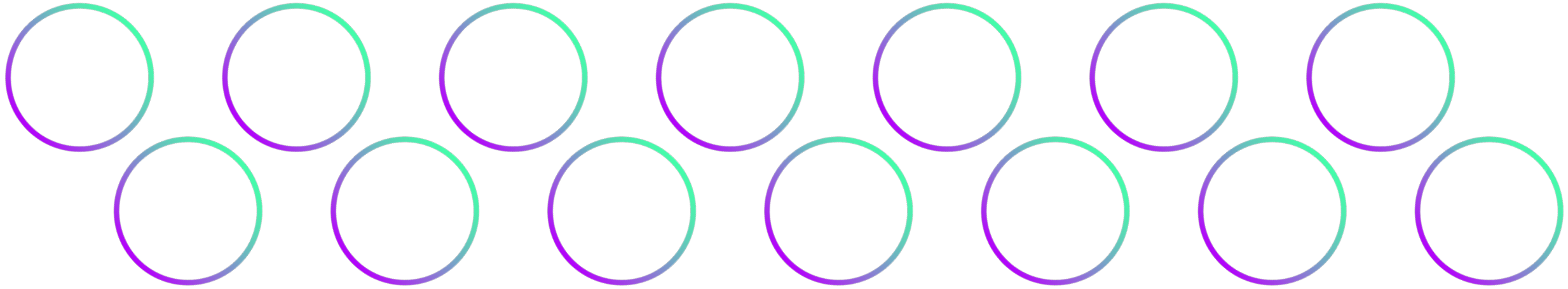
# Progress Against Commitments

Employers have well understood that incorporating Diversity, Equity and Inclusion in all aspects of business is the way forward. The Elevate pledge asks signatories to commit to tangible actions on DE&I and it has been established that goals and commitments support in keeping a sharp focus on our ambition. As part of the Elevate Report in 2023, we called out a few areas of focus and encouraged signatory companies to direct their energies on these specific topics within their own workplace. Most of the Signatories have addressed at least one focus area and many have started work on all of them. Irrespective of the maturity level of any organisation, simple steps taken to address DE&I go a long way in defining the culture and business ethos.

This section will provide an overview of the actions and achievements from Elevate Signatories.

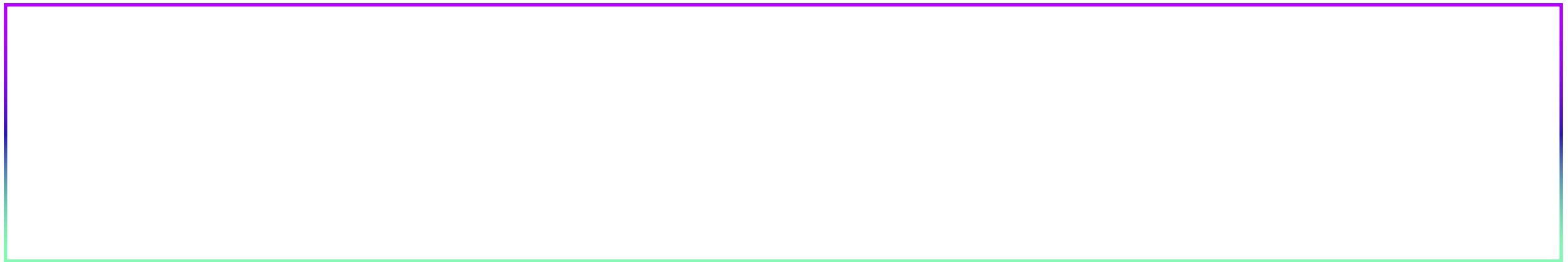
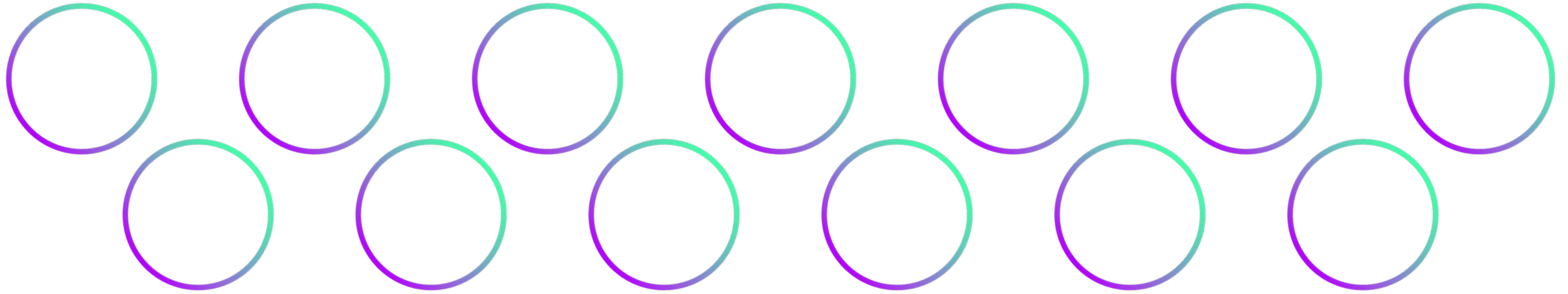
# Improving Diversity Metrics

In business, goals and ambitions are supported by clear and measurable metrics. Measurement is a cornerstone that helps identify the progress of actions and initiatives. The section below showcases the Elevate Signatories who have committed to Improving Diversity Metrics within their organisations.



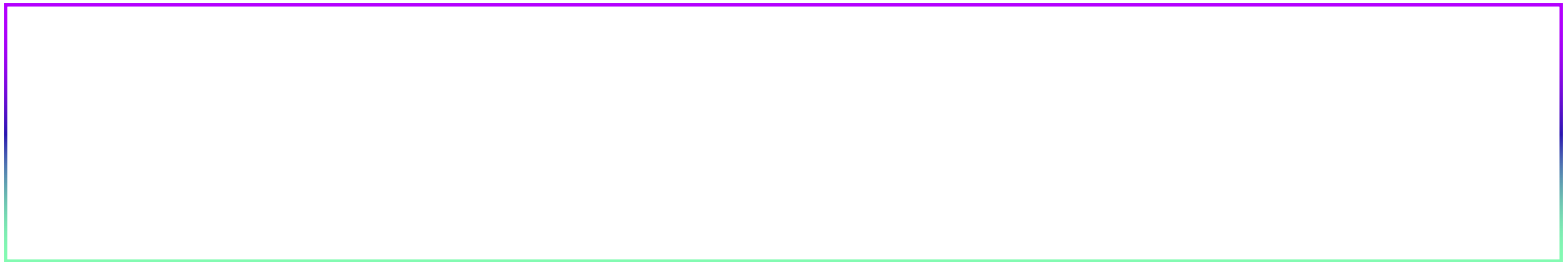
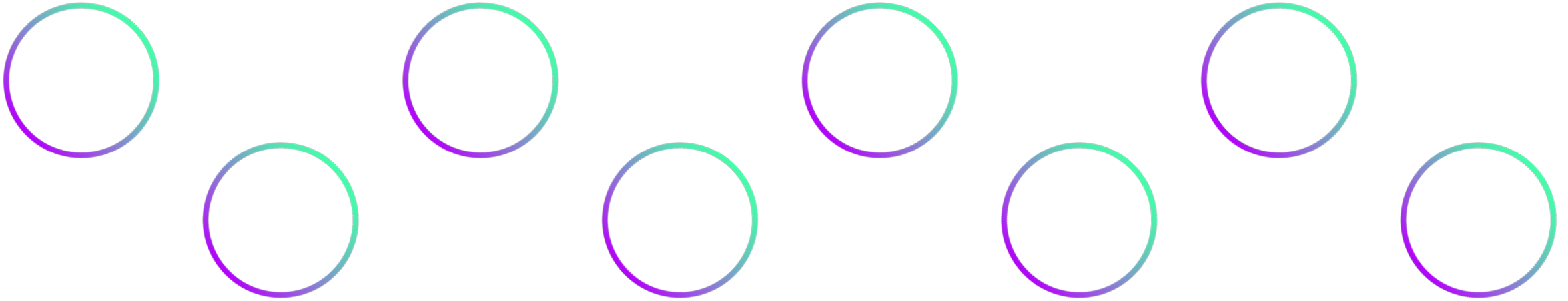
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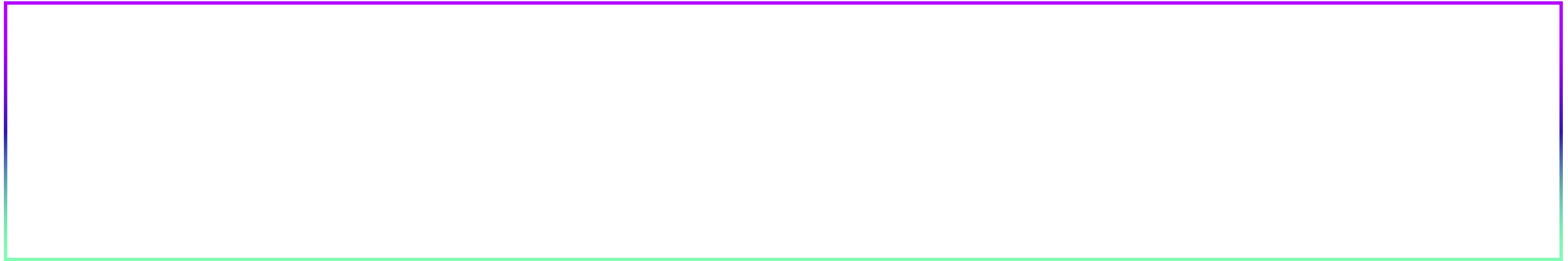
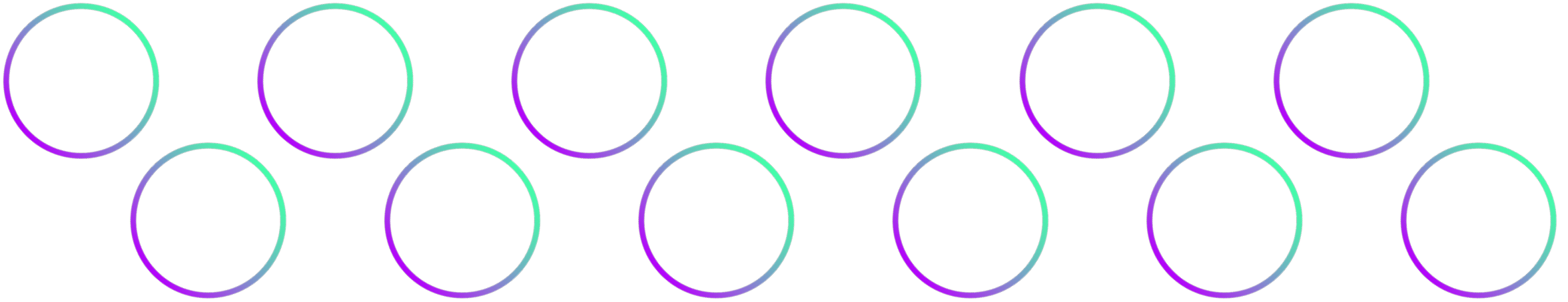
# Increase Voluntary Disclosure

The Elevate Pledge asks Signatories to gather diversity data of their staff via voluntary disclosure programmes. Many Signatory companies have set targets to increase voluntary disclosure.



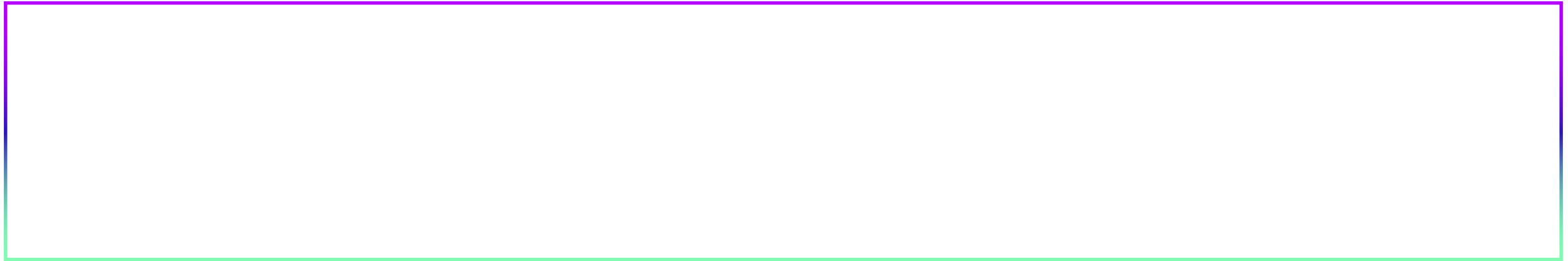
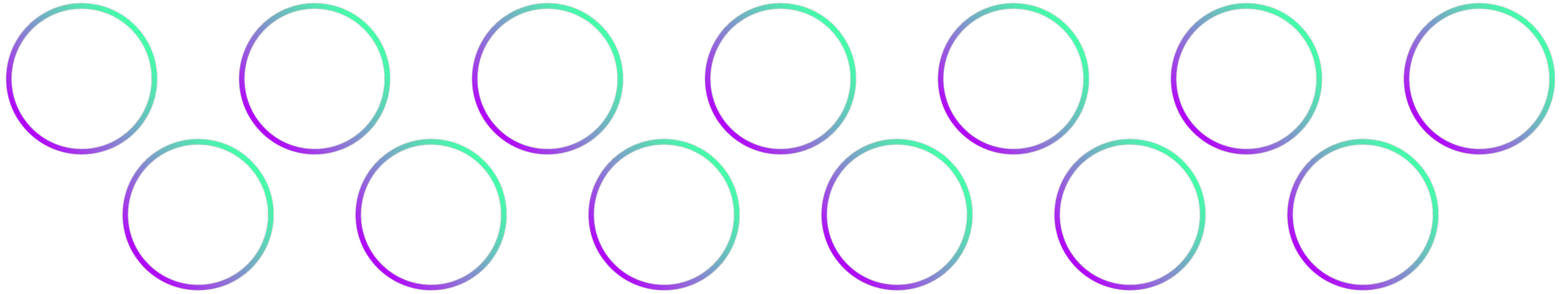
# Widen Recruitment Channels

Employment offers the single biggest opportunity for individuals to move out of a cycle of poverty and become active participants in society. Opportunities to allow active participation of people from all backgrounds in economic activities is a progressive step for the society as a whole. In this section, we have highlighted the Signatories who work with partners to widen recruitment channels.



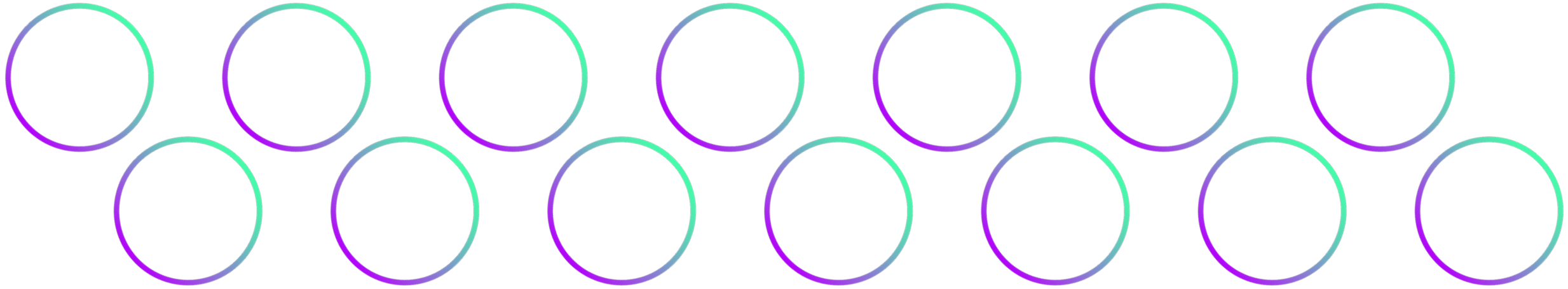
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# Engage with DEIS Schools

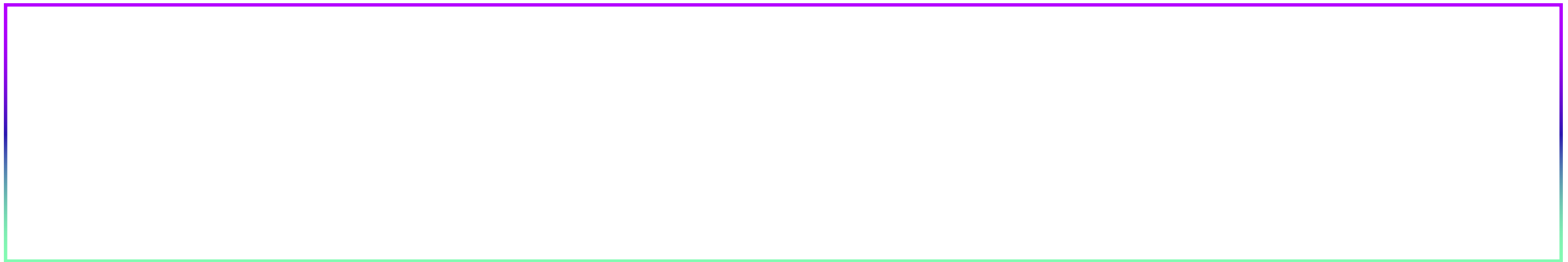
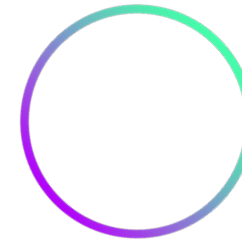
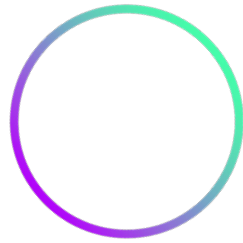
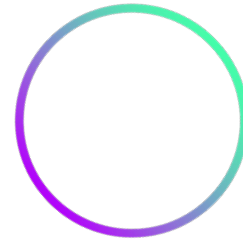
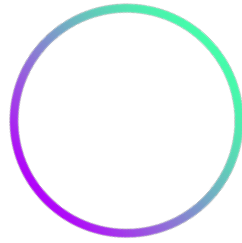
The consequences of early school and educational disadvantage is well documented and can lead to issues such as unemployment and poverty. We know that the right to education has fundamental social purposes and yet is distributed by the lottery of birth. We encourage signatory companies to engage with DEIS schools to break cycles of exclusion from early on.





# Build Trust with Traveller Community

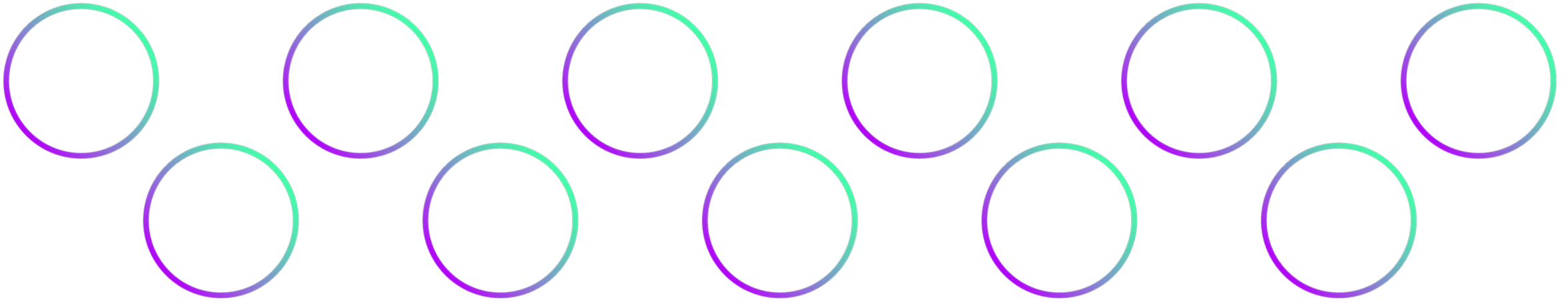
Travellers have experienced high levels of racism and exclusion over the years. Business and society must move to create a space that is safe for Travellers to share their culture and identity. We encourage Signatory companies to take one simple action to build trust with the Traveller Community.





# Build Capacity and Confidence on DE&I

To achieve progress in DE&I, it is essential to have a strategy that the whole business can align to. When starting to look at particular aspects of DE&I, it is important to ensure we have the basic knowledge and understanding of who we are and what we intend to achieve. Elevate signatories have adapted various approaches to build their capacity and confidence with internal and external stakeholder.



# Be Pro-Active on Culture

A successful DE&I strategy is fundamentally about cultural change. Employers need to cultivate inclusive practices throughout the organisation and unless actively managed the culture of an organisation can allow unintentional biases to flourish. Elevate Signatories have committed to work on the culture of their workplaces.

