

# ESV DIVERSITY AND INCLUSION STRATEGY

## What is diversity and inclusion?



Diversity is the mix of people in an organisation. We achieve inclusion when all of these people feel they are:

**RESPECTED**  
FOR WHO THEY ARE



**CONNECTED**  
TO THEIR COLLEAGUES



**CONTRIBUTING**  
THEIR PERSPECTIVES AND TALENTS



**PROGRESSING**  
IN THEIR CAREER AT WORK

## What this means at ESV

At **ESV**, we recognise the business benefits of workplace diversity.

- **Diversity** is essential to innovation and business growth.
- **Inclusion** is the key to unlocking this potential.
- **Our People Strategy** outlines a number of initiatives that we are putting in place.



## How we stack up

Our 2019 People Matter Survey revealed that 85% of respondents agree that their workgroup actively supports diversity and inclusion.

**ESV** aims to enable diversity and inclusion through:



Inclusive culture



Diverse culture



People who identify as LGBTIQ



Disability



Enabling flexible working arrangements



Greater gender equity



## Action to date

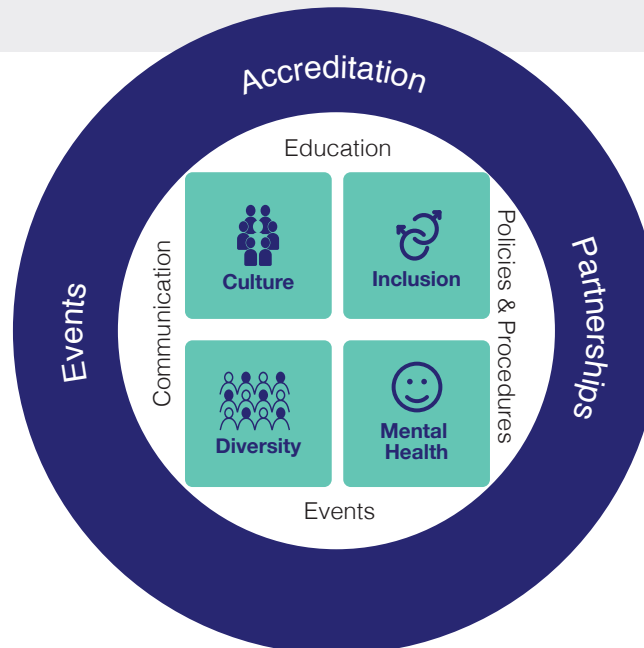
In the last 12 months, ESV has undertaken many initiatives that encourage and celebrate diversity in our workplace.

The establishment of our Diversity and Inclusion Advisory Group reflects our commitment to developing and monitoring these commitments.



## Strategy and action plan

ESV has developed an 18-month action plan with targeted initiatives to kickstart our diversity and inclusion lifecycle.



Our action plan is broken down into three six-month segments, with clear measurable targets for each.