

D&I @ CWS

Diversity & Inclusion Programme at CWS

Vision

Be yourself, value and respect others.

Our vision at CWS is for all employees to draw on their unique experiences and backgrounds together – to spark solutions that create a healthier and safer tomorrow.



Understanding

- CWS looks at diversity & inclusion as the **appreciation of different perspectives** regardless of gender, ethnicity, age, religion, sexual orientation, disabilities etc.
- We see diversity as a **key driver to enhance business performance** and success helping us to improve innovation, employee motivation and the quality of decision making
- We drive Diversity and Inclusion with the help of a **cross-divisional D&I Council** reporting into the ELT: Uta Bisson, Hartmut Engler, Rik Hemelaer, Adriana Nuneva, Maren Otte, Heike Seltsmann,



D & I Journey

1. Build basis

Data, KPIs, Targets

Policy, Complaint Mechanism

Awareness & EU Charter Commitment

2. Involve people

Employee Survey to understand status & needs

3. Foster Diversity

Employee Groups

Training

D&I Employee Group Journey 2021

Q 1

Survey:

1763 Participants, more than 200 volunteers to follow up on D&I Initiative:
Employee Groups + Training

Q 2 + Q 3

Topic	Numer of Participants	Council Sponsor
Gender	33	MO
Age	35	HS & HE
Nationality	32	AN & RH
Disability	12	UB

Q 4

Pitch Days:

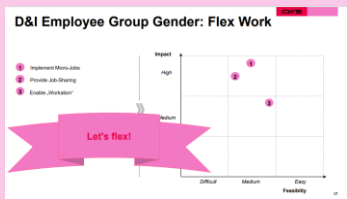
More than 100 colleagues presenting more than 40 ideas / Jury Session to discuss, select and build a D&I Programme for CWS

Pitch Winners D&I Programme

Groupwide Diversity & Inclusion Council

Gender

Job Sharing



Nationality

Job Rotation



Age

Health Programme

Buddy Programme



Disability

Ideas under review



Network



Mentoring



Awareness



Training

**Thank
you!**

