

2024-2026

DEI Strategy



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Introduction



Embedding DEI Into our Cultural DNA at Cpl



Cpl is committed to being an organisation that values the diversity among all its people and where each person feels included irrespective of their differences. At Cpl our approach to DE&I reflects what we do in our actions and behaviours daily and in how we engage and support our people, clients and candidates.

Our approach to DE&I has been developed to ensure that we clearly demonstrate the value that a diverse workforce can bring to the overall growth ambitions of our organisation. There is lots of research in relation to the benefits that a diverse and inclusive workplace can bring, it increases productivity, improves creativity, improves employee engagement, and allows a wider range of skills to be tapped into which in turn serve our clients better.

We are striving to create a diverse, equitable and inclusive workplace where every person across the group feels valued and respected because of their differences and the unique perspectives that they have. We want Cpl to be a place where every individual can be themselves so they can reach their full potential and help us to achieve our business goals.

We want our business to be innovative so we can deliver the best services to our clients, and we need diversity within our business to help us achieve this. We know at Cpl that the more we collaborate and value differences the closer we get to working in a truly inclusive workplace.

Our DE&I Strategy provides us with a road map to create an inclusive workplace. To help us achieve this, we need the commitment of every employee to understand what we are trying to achieve, to work together and be open to change. This strategy is everyone's responsibility, and I personally encourage you to get involved across our DEI activities and beyond.



Sharon Vize
Chief People Officer

Purpose

This DEI Strategy is our second two-year plan (2024-2026) to help us achieve our business and people goals. It provides a shared direction and commitment for Cpl, so we can work together to respect and value our diverse workforce and build a more inclusive workplace.

It comprises of five key goals and identifies the priorities and actions we will take over the next two years and beyond.

We have a wide range of policies and practices in place for many years which have supported us in creating a diverse and inclusive workplace. We continuously review our approaches in line with best practice learned from industry, our Partners and from other organisations. We have several Employee Network Groups which assist in driving actions and activities across all areas of Diversity Equity and Inclusion. Examples include our Neurodiversity Committee, LGBTQ+, Working Parents & Guardians, Mental Health Ambassadors, Menopause Champions and of course our DEI Committee.



Investors in
Diversity

GOLD



Company Vision



Is to be the world's best at transforming our clients through sustainable total talent solutions and experiences.

We will achieve this through attracting, developing, and retaining the best, brightest and most diverse workforce.

This requires Cpl to have a culture of inclusion where all our people feel respected and can excel in their chosen careers.

Our Vision is underpinned through the selection of our 5 SDGs:

- 3 "Good Health & Wellbeing"
- 4 "Quality Education"
- 8 "Decent Work & Economic Growth"
- 10 "Reduced Inequalities"
- 13 "Climate Action"



Our DE&I Goals



Inclusive Culture and Workplace

- Quantify the employee experience through GPTW Survey & monthly pulse surveys and inclusion scores on internal surveys
- Through the Irish Center for Diversity Survey
- Bi-annual Cpl Sense of US Survey
- Attendance at internal events, initiatives, trainings and feedback from events



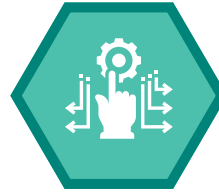
Talent Diversity

- Assess demographics of new hires and compare to targets set and benchmarks such as Census and CSO statistics



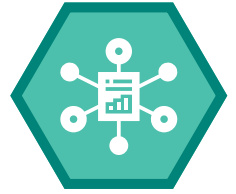
Inclusive Leadership

- Improved trust, measured via employee surveys
- Changes in promotion trends of underrepresented groups
- Reduction in grievances and reporting of bullying or harassment
- Increased maternity/paternity and adoption leave return rates
- Increased visibility of leaders and managers speaking about inclusive leadership on public platforms and at internal events and meetings.



Sustainable Business Impact

- Ongoing review of DEI & Sustainability Assessment Survey
- Ecovadis Rating
- CDP Rating
- Impact with External Stakeholders i.e. Open Door Metrics



Data Insights

- Analysis of DEI Personal Data Vs Identified Targets
- SOU Data Analytics
- DEI Data in Recruitment
- DEI Dashboards
- Volunteering Time Off Hours
- SDG Commitments

How We Make It Happen



SDG Goals & KPI's



Measures, Targets & KPI's



Policies & Procedures



People Management Practices



Training, Events & Awareness Days



Our External Partnerships & Supplier Assessment



Our Internal & External Communications



Investments & Development in Technology



How We Evaluate & Continuously Aim to Improve

The effectiveness and achievement of our goals for Diversity, Equality and Inclusion will be reviewed and reported monthly to our Board and annually in our Sustainability Strategy and Report . Our CEO will provide updates monthly on the CEO Update. The evaluation will consist of a qualitative quarterly assessment of progress against our SDG Goals 2024 - 2026 DE&I Action Plan.



2024-2026 Action Plan

We hold ourselves accountable by continuously reviewing our commitments and progress to our 2024-2026 Action Plan

Our DE&I Awards

We are very proud to have received multiple awards for our commitment to DE&I

- ESG - Award for 'Diversity, Equality & Inclusion Initiative'
- Business & Finance - 'Diversity, Equity & Inclusion Award'
- Irish Centre for Diversity - Gold Award
- National Diversity & Inclusion Award - Company of the Year in 2023
- Great Place To Work for Women
- ERF - Best Diversity, Equality & Inclusion Strategy



TO KEEP UP TO DATE WITH OUR DE&I
JOURNEY

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