

A photograph of four diverse professionals in an office setting, engaged in a discussion. The image is overlaid with a blue tint. From left to right: a man with a beard, a woman with short blonde hair, a man with glasses, and a woman with curly hair.

2023-2024

# DIVERSITY AND INCLUSION STRATEGY

Onnec's strategy to Equality, Diversity and Inclusion

# INTRODUCTION FROM GROUP CHAIRMAN

Technology is our tool. But our business is really about people. And what our talent can help our customers achieve. Our company was founded and built on exceptional people, and our colleagues continue to be our greatest asset. Above all, creating an inclusive culture will enable us to unlock the potential of our talented colleagues, improve the performance of individuals and teams and positively impact business results.

Inclusion is not just something to focus on for one day or one week, it is a something that needs long term commitment and action. Our ambition is to be an organisation that champions diversity and inclusion in every market, sector and geography we work in.

Since 2020 we have significantly increased our efforts to understand our challenges and design our approach to tackling these. We've listened, learnt and have developed a comprehensive strategy and action plan to create a balanced and diverse workforce.

Our 2023-2024 strategy will see us take a global focus and approach to build on our strong foundations of what inclusion and diversity means at Onnec. Our diversity and inclusion strategy is designed to address change at all levels, from the Board down, and to effect real change on the lives of our colleagues.

We have a long way to go, and we are only a small group of people in the wider population, but every little thing we do moves the needle and makes our company a better place to be for everyone.

**Barry Horgan**  
Chairman



# OUR VALUES

## PEOPLE-CENTRED

We treat customers, partners and each other with respect. And we believe in investing in people to make great things happen.



## KNOWLEDGE-DRIVEN

We take pride from being experts in our field.



## OPEN-MINDED

We stay nimble in thought and action. So we can respond to every challenge.



## CURIOSITY-LED

We're interested in the latest innovations. And keep our finger on the pulse.



## RESULTS-FOCUSSED

We set ourselves high standards because we care when our customers succeed.



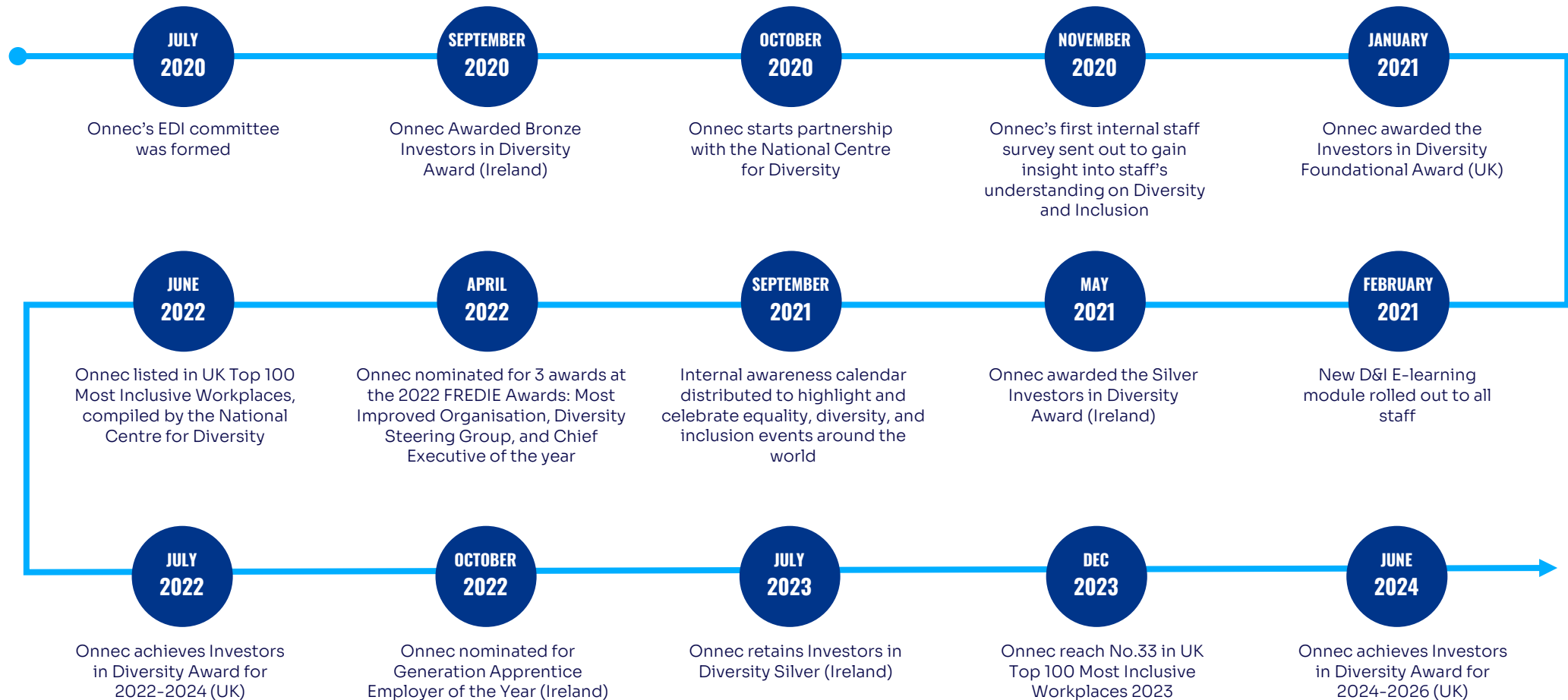


# MAKING THE RIGHT IMPACT

**Our ambition is to be an organisation that champions diversity and inclusion in every market, sector and geography we work in.**

We want Onnec to be an environment where the best and most talented people want to join, stay and develop their careers. That means we must ensure that equality, diversity and inclusion are a core part of how we operate at every level of the business.

# OUR EDI JOURNEY SO FAR





# OUR DIVERSITY AND INCLUSION COMMITTEE

**Our mission is to be a place where people thrive and meet their full potential, where different ideas are valued and rewarded.**

To support our mission is our Equality, Diversity and Inclusion (EDI) Steering Committee, who play a key role in driving change and fostering an inclusive environment for all. The group monitors and evaluates progress on our objectives and reports back to the Board. The committee is made up of a range of employees from across the group, covering all backgrounds and a diverse mix of job roles, race and gender – our EDI Champions.

Over the last few years, our EDI Committee, with the support from working closely with both the Irish Centre for Diversity and the National Centre for Diversity, have achieved a number of awards in recognition of our commitment to EDI. In both the UK and Ireland, we hold the **Investors in Diversity Silver Awards**, as well as being listed **No.33 in the Top 100 Inclusive Workplaces UK List**. These awards affirm that our organisation has been benchmarked against other bodies and continues to develop and foster a shared sense of Fairness and Belonging among colleagues.



**PROUD TO BE  
FREDiE™**



# AWARDS AND ACHIEVEMENTS



**Investors in Diversity Silver Award**  
2024, UK  
National Centre for Diversity



**#33 Top 100 Most Inclusive Workplaces**  
2023, UK  
National Centre for Diversity



**Investors in Diversity Silver Award**  
2023, Ireland  
Irish Centre for Diversity



**#59 Top 100 Most Inclusive Workplaces**  
2022, UK  
National Centre for Diversity



**Investors in Diversity Award**  
2022, UK  
National Centre for Diversity



**Investors in Diversity Silver Award**  
2021, Ireland  
Irish Centre for Diversity



**Investors in Diversity Foundational Award**  
2021, UK  
National Centre for Diversity



**Investors in Diversity Bronze Award**  
2020, Ireland  
Irish Centre for Diversity



There has been genuine commitment to embed Equality, Diversity and Inclusion into the culture of the organisation from the top down and bottom up, with the Chairman Barry Horgan being passionate about the topic.

The approach to embedding EDI has been to change mindsets, focusing on acceptance and respect, with everyone having a voice. On behalf of the National Centre for Diversity, I would like to congratulate Onnec, their staff and stakeholders on successfully achieving the Investors in Diversity Award.



**FIONA TRILLER**  
**NATIONAL CENTRE FOR DIVERSITY, ADVISOR/ASSESSOR**



# OUR 2023-2024 STRATEGIC GOALS

Strategic goal	Action	How we will do it
<b>People and Culture</b>	<b>Create a safe and open working culture by ensuring all our colleagues are seen, heard and valued</b>	<ul style="list-style-type: none"> <li>Ensuring all our colleagues are seen, heard and valued.</li> <li>Celebrate our staff with our Above and Beyond the Call of Duty Award.</li> <li>Expand D&amp;I steering group to include staff from each entity.</li> <li>Expand global events in the awareness calendar to represent staff from all countries.</li> </ul>
	<b>Increase the awareness and understanding of diversity and inclusion within the workplace</b>	<ul style="list-style-type: none"> <li>Make the inclusivity calendar available to all employees. Use internal resources such as our intranet and established communication channels to highlight activity on a regular basis.</li> <li>Provide targeted activities in relation to the inclusivity calendar across the year, involving people from across the organisation in developing, resourcing and delivering.</li> </ul>
<b>Recruit, Train and Develop</b>	<b>Achieve significantly more diverse representation across each job level in our workforce to better reflect a global team</b>	<ul style="list-style-type: none"> <li>Expand our recruitment advertisements (Social media, website, job boards).</li> <li>Grow our Apprenticeship Scheme in the UK and Ireland.</li> <li>Develop our Women in Tech initiative.</li> </ul>
	<b>Develop inclusive working behaviours</b>	<ul style="list-style-type: none"> <li>All new staff to complete D&amp;I E-learning module.</li> <li>Unconscious Bias training for senior leadership team.</li> <li>Introduce Inclusive language training.</li> </ul>
	<b>Equal developmental opportunities</b>	<ul style="list-style-type: none"> <li>Ensure all employees are aware of open positions and that they have equal access to apply.</li> </ul>
<b>Record, Review and Monitor</b>	<b>Record workforce demographics</b>	<ul style="list-style-type: none"> <li>Collect demographic data through new staff inductions and annual staff surveys, including race, ethnicity, gender, sexual orientation, disability and age to better understand where there may be gaps in the representation of diversity within the organization.</li> </ul>
	<b>Review our internal Policies</b>	<ul style="list-style-type: none"> <li>Carry out a review of relevant policies relating to equality, diversity and inclusion and make sure these are available to all employees.</li> <li>Centralise location of all policies, making them easily accessible.</li> </ul>
	<b>Monitor Results</b>	<ul style="list-style-type: none"> <li>The Diversity Steering Group to hold monthly meetings, monitoring progress against each of the strategic objectives and actions.</li> <li>Steering group meetings to be regularly attended by company CEO and consultant from Diversity Accreditation body.</li> </ul>

# OUR COMMITMENT TO DRIVING INCLUSION

Since launching our Equality, Diversity & Inclusion (EDI) Committee, one of Onnec's key focuses has been to improve gender-balance and diversity in their organisation. We continue to build better gender diversity in our business through developing our female talent, celebrating female success and investing in future talent.

So far, our efforts have resulted in:

- 14% of senior leadership are female.
- 19% of 2023 recruitment were female.
- 85% of staff in a recent survey felt that they have an equal opportunity to succeed within the organisation.
- 88% said there was fairness with regards to recruitment.



At Onnec , we operate in a typically male-dominated industry, and we strive to attract more women into the industry and to progress and accelerate the progression of female talent within our company. The good news is that the needle is starting to shift in the right direction, but we still have some way to go. This work is a continuous journey for us as we commit to making a positive impact across sustainability, equality, diversity, and the wider community.

**PHILIPPE HUINCK**  
ONNEC GROUP CEO



# INCLUSIVE SUPPLIERS

**As part of our inclusion strategy, we are committed to increasing our spend with diverse vendors and suppliers to build up an inclusive supply chain.**

To accomplish this, we have ongoing communication with our current suppliers, and their support to grow and accurately capture diverse vendor spend.

To be considered as a 'diverse' supplier, they must indicate whether people from any of the following groups (based on the 10 Grounds of Discrimination) own 51% or more of the business: Disability-Owned Business Enterprise, LGBTBE, SB/SME, Minority-owned Business, Service-Disabled, Veteran-Owned Business, Social Enterprise Business, Supported Business, Veteran-Owned Business and Women's Business Enterprise.

## **Our Results**

In 2021, over £2.6 million have been spent with diverse vendors (which represents 14%) and 35 of our suppliers are considered as diverse so far. Collecting data from our suppliers isn't a straightforward task, but our goal is to ensure we enhance our partnerships and engagements with diverse vendors, improve our communication on this and keep tracking our diverse spend monthly.





**FOR MORE INFORMATION, PLEASE CONTACT [EDI@ONNECGROUP.COM](mailto:EDI@ONNECGROUP.COM)**

