



PRESS RELEASE

EUROPEAN BUSINESS LEADERS COMMIT TO INCLUSION AND DIVERSITY PLEDGE

BRUSSELS, 19 November 2018 – More than fifty business leaders of some of Europe's largest companies have today signed up to the first pan-European commitment of its kind, to promote inclusion and diversity in the workplace.

This pledge highlights the support of the European Round Table of Industrialists (ERT) for 'inclusive growth'. Tapping the full measure of talent from across society is critical for the long-term success of people, companies and society. By recognizing this, the ERT affirms the value that a diverse workforce can offer.

This landmark pledge forms part of the wider #EmbraceDifference campaign that has been created by the ERT.

A website (embracedifference.ert.eu) for this campaign was launched alongside the pledge today. The personal statements from leading businesspersons and stories on the website, showcase their commitment to inclusion and the positive impact it can have. These CEOs and Chairmen represent a broad array of European businesses including pharmaceuticals, steel, chemistry, technology and more.

The ERT are proud to be in the vanguard of supporting diversity in the workplace, and this pledge marks the beginning of a long-lasting campaign to promote inclusion and diversity in businesses throughout Europe.

Jean-Pierre Clamadieu, CEO of Solvay, Chairman of ERT Societal Changes Working Group: *"Diversity is a great opportunity to make sure that we have the best talent on board to achieve our strategic goals. Diversity and inclusion must go hand in hand. It contributes to create added value for our stakeholders and a high level of engagement of our employees. This pledge is really about us, our organisations, our 5 million employees, stating that we have common objectives. Diversity and inclusion will play a fantastic role in the development of our various activities."*

Annex:

European Business Leaders Commitment to Inclusion and Diversity & list signatories

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Note to Editors:

The European Round Table of Industrialists (ERT) is a forum bringing together around 55 Chief Executives and Chairmen of major multinational companies of European parentage covering a wide range of industrial and technological sectors.

ERT strives for a strong, open and competitive Europe, with the EU, including its Single Market, as a driver for inclusive growth and sustainable prosperity.

Companies of ERT Members are widely situated across Europe, with combined revenues exceeding €2,250 billion, sustaining around 6.8 million jobs in the region. They invest more than €50 billion annually in R&D, largely in Europe.

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European business leaders' commitment to inclusion and diversity

Diversity focuses on the representation of different groups of people. Diversity is a fact both in society and in our companies today as every human is unique.

Inclusion is about creating an environment that appreciates and values the different contributions that a diverse workforce can bring.

As leaders of some of Europe's largest companies, we want to make sure that our people can be at their best.

- We believe that tapping the full measure of talent from across society is critical for the long-term success of people, our organisation and society as a whole.
- We are convinced that the diversity of our workforce and the inclusion of all our employees by making them feel supported in the workplace has a positive impact on our company and society.
- We recognize that diversity and inclusion are multi-faceted issues and that we need to tackle these subjects holistically to better engage and support all of our employees, our customers, our communities and partners, as well as other stakeholders.
- We resolve to take action to make the workforce at our company representative for society. We will treat this goal as a top management priority and business imperative.
- We commit to take up a role in addressing societal challenges that have a direct impact on our talent pipeline or business environment. (e.g. digital transformation)

Call to action for:

- **An inclusive culture:** Create an open and inclusive work environment where all individuals' contributions are valued, their voices are listened to and respected.
For example by continuing to make our workplaces trusting places to have open and courageous conversations about diversity and inclusion, implementing dedicated awareness programmes, sharing learning experiences, and developing flexible work conditions.
- **Inclusive leadership:** Establish diversity and inclusion as a strategic business imperative at all levels of an organisation visibly led by the "top leadership", acting as rolemodels.
- **Aspiration and goal setting:** Set and maintain challenging but achievable goals and ambitions within the organisation.
- **Clear responsibility:** Ensure that all managers are responsible for reaching diversity goals and ambitions and that they have appropriate oversight of strategies and initiatives to achieve them.
- **Equal opportunities:** Review people policies, processes and practices, including recruitment, retention, development, remuneration and career planning to foster diversity and avoid any bias.
- **Societal engagement and responsibility:** Contribute to bridging the skills gap by supporting the development of STEM and digital subjects in education. Focus on apprenticeships, dual learning (i.e. combined learning in schools and on the workforce), and business-education partnerships especially for underrepresented groups.



We, the undersigned, support this Business Leaders' Commitment to Inclusion and Diversity:

Søren Skou, <i>Chief Executive Officer</i>	A.P. Møller-Mærsk
Ulrich Spiesshofer, <i>Chief Executive Officer</i>	ABB
Kasper Rorsted, <i>Chief Executive Officer</i>	adidas
Benoît Potier, <i>Chairman and Chief Executive Officer</i>	Air Liquide
Lakshmi N. Mittal, <i>Chairman and Chief Executive Officer</i>	ArcelorMittal
Leif Johansson, <i>Chairman</i>	AstraZeneca
Martin Brudermüller, <i>Chairman of the Board of Executive Directors</i>	BASF
Harald Krüger, <i>Chairman of the Board of Management</i>	BMW Group
Carl-Henric Svanberg, <i>Chairman</i>	BP
Paul Hermelin, <i>Group Chairman and Chief Executive Officer</i>	Capgemini
Iain Conn, <i>Chief Executive</i>	Centrica
Rodolfo De Benedetti, <i>Chairman</i>	CIR
Timotheus Höttges, <i>Chief Executive Officer</i>	Deutsche Telekom
Johannes Teysen, <i>Chairman and Chief Executive Officer</i>	E.ON
Isabelle Kocher, <i>Chief Executive Officer</i>	ENGIE
Claudio Descalzi, <i>Chief Executive Officer</i>	Eni
Börje Ekholm, <i>President and CEO</i>	Ericsson
Christoph Franz, <i>Chairman of the Board</i>	F. Hoffmann-La Roche
Jean-François van Boxmeer, <i>Chairman and CEO</i>	HEINEKEN
Hans Van Bylen, <i>Chief Executive Officer</i>	Henkel
Ignacio S. Galán, <i>Chairman and CEO</i>	Iberdrola
Pablo Isla, <i>Chairman and CEO</i>	Inditex
Jacob Wallenberg, <i>Chairman</i>	Investor AB
Henrik Ehrnrooth, <i>President and CEO</i>	KONE
Jan Jenisch, <i>Chief Executive Officer</i>	LafargeHolcim
Jean-Paul Agon, <i>Chairman and Chief Executive Officer</i>	L'Oréal
Jean-Dominique Senard, <i>Chief Executive Officer</i>	Michelin
Zsolt Hernádi, <i>Chairman and CEO</i>	MOL
Paul Bulcke, <i>Chairman</i>	Nestlé
Risto Siilasmaa, <i>Chairman</i>	Nokia
Svein Richard Brandtzaeg, <i>President and CEO</i>	Norsk Hydro
Stéphane Richard, <i>Chairman & CEO</i>	Orange
Dominique Leroy, <i>Chief Executive Officer</i>	Proximus
Jean-Sébastien Jacques, <i>Chief Executive</i>	Rio Tinto
Ian Davis, <i>Chairman</i>	Rolls-Royce
Ben van Beurden, <i>Chief Executive Officer</i>	Royal Dutch Shell
Frans van Houten, <i>President and Chief Executive Officer</i>	Royal Philips
Güler Sabancı, <i>Chairman</i>	Sabancı Holding
Pierre-André de Chalendar, <i>Chairman & CEO</i>	Saint-Gobain
Bill McDermott, <i>CEO</i>	SAP
Joe Kaeser, <i>President and Chief Executive Officer</i>	Siemens
Tony Smurfit, <i>Group Chief Executive</i>	Smurfit Kappa Group



Jean-Pierre Clamadieu, <i>Chairman of the Executive Committee and CEO</i>	Solvay
Paulo Azevedo, <i>Chairman and Co-CEO</i>	Sonae
Gianfelice Rocca, <i>Chairman</i>	Techint Group of Companies
José María Álvarez-Pallete, <i>Chairman and CEO</i>	Telefónica
Patrick Pouyanné, <i>Chairman of the Board & CEO</i>	Total
Thomas Leysen, <i>Chairman of the Board</i>	Umicore
Nick Read, <i>Chief Executive</i>	Vodafone Group
Wolfgang Eder, <i>Chairman and CEO</i>	voestalpine
Martin Lundstedt, <i>President and CEO</i>	Volvo Group
Nancy McKinstry, <i>CEO and Chairman of the Executive Board</i>	Wolters Kluwer