



## PRESS RELEASE

### **ERT embraces difference with a new toolkit for workplace inclusion and diversity**

**BRUSSELS, 15 April 2024:** Company culture has become a major differentiator. Companies are increasingly measured on how they value diversity and inclusion and create work environments where every individual feels appreciated, respected and empowered for who they are.

In 2019 the European Round Table for Industry (ERT) launched its EmbraceDifference campaign – and today it publishes the second edition of its Inclusion & Diversity toolkit, which brings together new examples of initiatives and best practises by some of Europe’s most significant industrial and technology companies.

**José María Álvarez-Pallete, Chair of ERT Jobs, Skills & Impact Committee** and Chairman and CEO of Telefónica, commented *“Let us shape a future that celebrates diversity and values the talents of all individuals. Europe’s strength lies in its diversity, and we believe that this toolkit can facilitate a valuable exchange, enabling other companies to embrace and implement similar concepts.”*

**Jan-Eric Sundgren, Acting Secretary General of ERT**, commented *“Inclusion and diversity are important principles for responsible employers across industries. And seeing what others have achieved in this area creates new awareness, ambition and ideas. This publication builds on a growing body of I&D initiatives and best practises that ERT has collected in 2023. We hope that our EmbraceDifference toolkit is useful for others – both as an inspiration and as a source of recipes that make work environments better places for our people.”*

ERT Members are committed to enhancing diversity in the workplace by promoting inclusive strategies and innovative practices, that can help build a world, where all people are free to live up to their full potential. This latest collection of 28 case studies by 16 companies led by Members of ERT serves as a resource to inspire and guide the creation of inclusive workplace cultures, fostering diversity and a sense of belonging.

The 2024 toolkit features case studies from the following companies: **ABB, Airbus, ASML, Capgemini, HEINEKEN, L’Oréal, Nokia, Orange, Philips, SAP, Siemens, Syensqo, Sonae, Telefónica, Vodafone, and Wolters Kluwer.**

To find more, visit the dedicated website: [embracedifference.ert.eu](https://embracedifference.ert.eu)

**ENDS**

#### **Note to Editors:**

The 2024 FT-Statista Diversity Leaders ranking, accompanied by the complete methodology, is expanding this year to include three more objective indicators across various sectors, highlighting 850 companies on the list. Among the top hundred, 11 companies led by Members of ERT are represented, with an additional 20 following closely behind.

The 2024 FT-Statista Diversity Leaders ranking by *Financial Times*, available [here](#).

A full list of the Membership of ERT is accessible [here](#).

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### **About the European Round Table for Industry (ERT)**

The European Round Table for Industry (ERT) is a forum that brings together around 60 Chief Executives and Chairs of leading 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 and its Single Market as a driver for inclusive growth and sustainable prosperity. Companies of ERT Members have combined revenues exceeding €2 trillion, providing direct jobs to around 5 million people worldwide – of which half are in Europe – and sustaining millions of indirect jobs. They invest more than €60 billion annually in R&D, largely in Europe.

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