



Atlas Copco



Why diversity
& inclusion in FSC
matters?

DIVERSITY & INCLUSION



DIVERSITY & INCLUSION

Diversity is any dimension that can be used to differentiate groups and people from one another.

It's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

Inclusion is a sense of belonging. Inclusive cultures make people feel respected and valued for who they are as an individual or group.

People feel a level of supportive energy and commitment from others so that they can do their best at work.

AGENDA

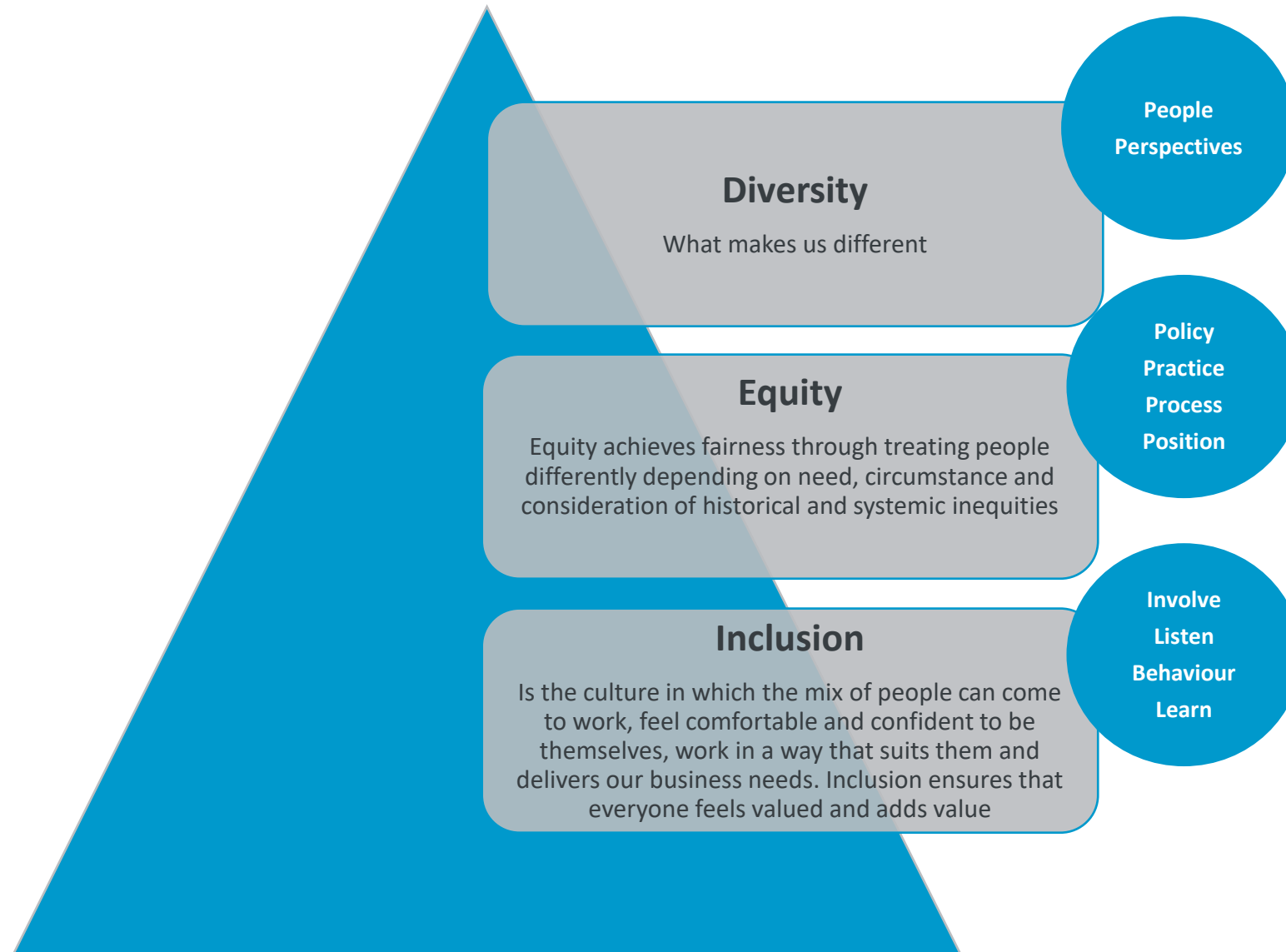
- D&I Introduction
- D&I from BA point of view
- D&I from the view of FSC Brno
- D&I strategy and our activities in FSC
- Diversity Charter

**EU
DIVERSITY
MONTH**

United in Diversity

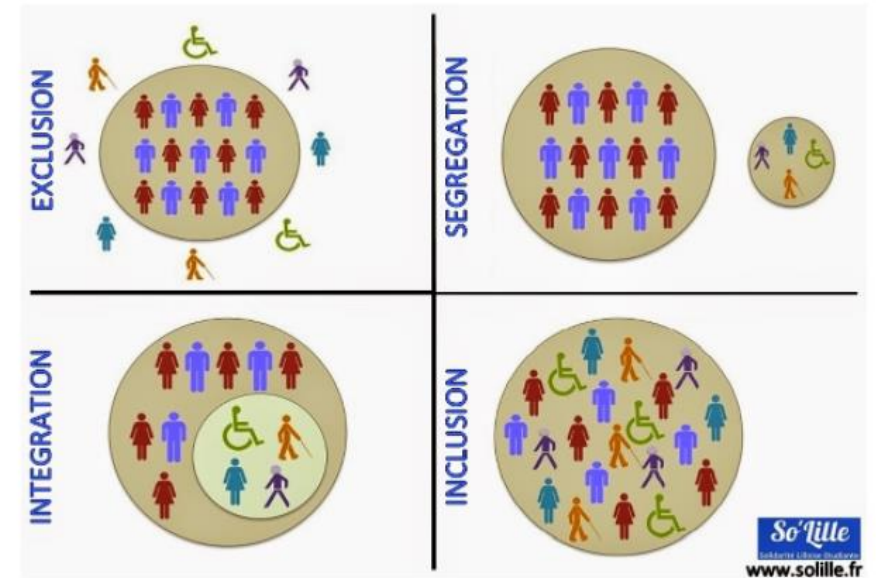


What is DEI



Only benefits to be gained long term 😊

10 Benefits of Workplace Diversity!



Picture of the So'Lille association : <http://www.solille.fr/>

Vacuum Technique - D&I

In Vacuum Technique, we are all individuals, working together for a common goal. Our global diversity and culture of inclusion is a key foundation for innovation and business success.



Diversity & Inclusion

Our foundation for innovation

To achieve year on year increase in the % of women, to achieve our target of 30% representation by 2030

To increase awareness, understanding and visibility of diversity
(to include gender, disability, race & ethnicity, age, educational background, sexual orientation and other ways we differ)

To foster an inclusive culture across VTBA with all our employees aware how they contribute to this

To understand and minimise bias in our people processes

D&I Key Achievements 2021



Progress in our gender representation target



Launch of Inclusion Works D&I learning (92% of participants rated content very good)



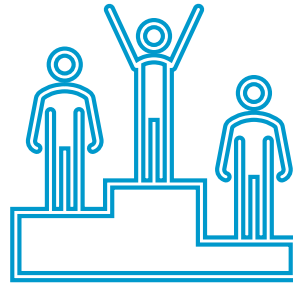
Launched D&I site in VT Hub



Launched VT Inclusive Language Policy



Launched Fusion – the Group's first LGBT+ employee network group



Delivered D&I training as part of PLE to over 110 VT leaders



Created Unconscious Bias training as part of NSL week which is now being made into e-learning



Launched new VT D&I goals

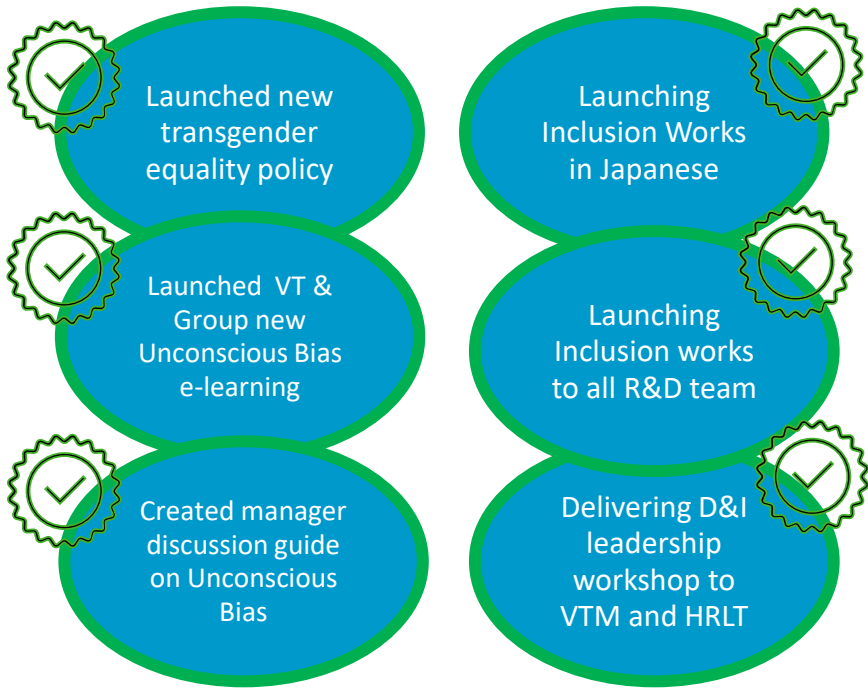


Introduced D&I behaviours into Group competency framework



Introduced new VTM D&I commitments and pledges

D&I 2022 Plan



Jan-April 2022



Focus for 2022

FSC D&I START

VTBA D&I GOALS

To achieve year on year increase in the % of women and to achieve our target of 30% representation by 2030

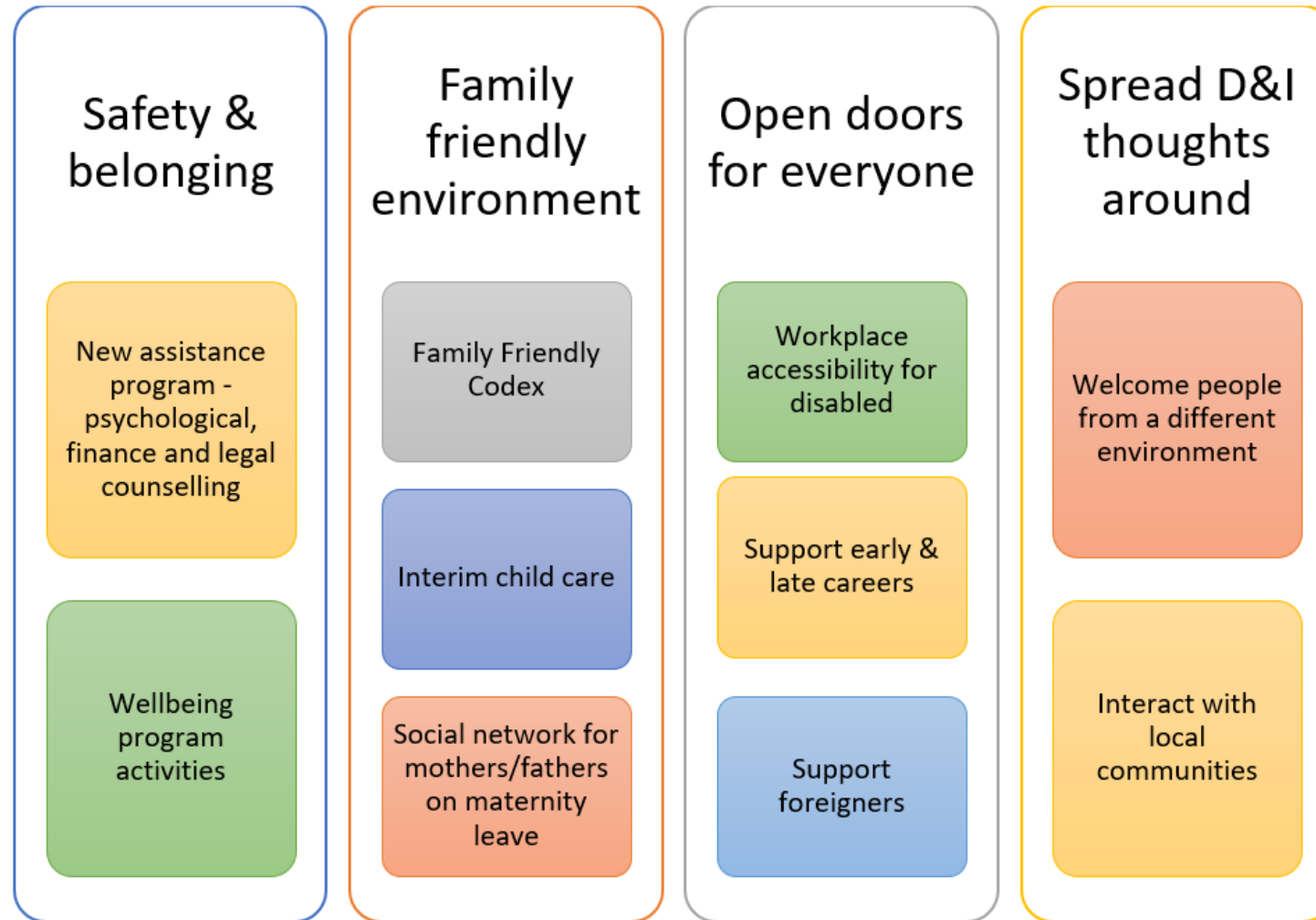
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FSC D&I FIRST STRATEGY



FSC D&I GOAL: FAMILY FRIENDLY ENVIRONMENT

To achieve year on year increase in the % of women and to achieve our target of 30% representation by 2030



- Employment policy
(flexible working hours, HO, part time jobs)
- **Atlas Copco Baby Club**
- **Interim Child Care & Allowance**
- Wellbeing seminars
- Assistance program
- Discussions, openness



FSC D&I GOALS: OPEN DOORS & SPREADING IDEAS

To increase visibility, awareness and understanding of diversity to include gender, disability, race & ethnicity, age, sexual orientation, educational background and other ways we differ

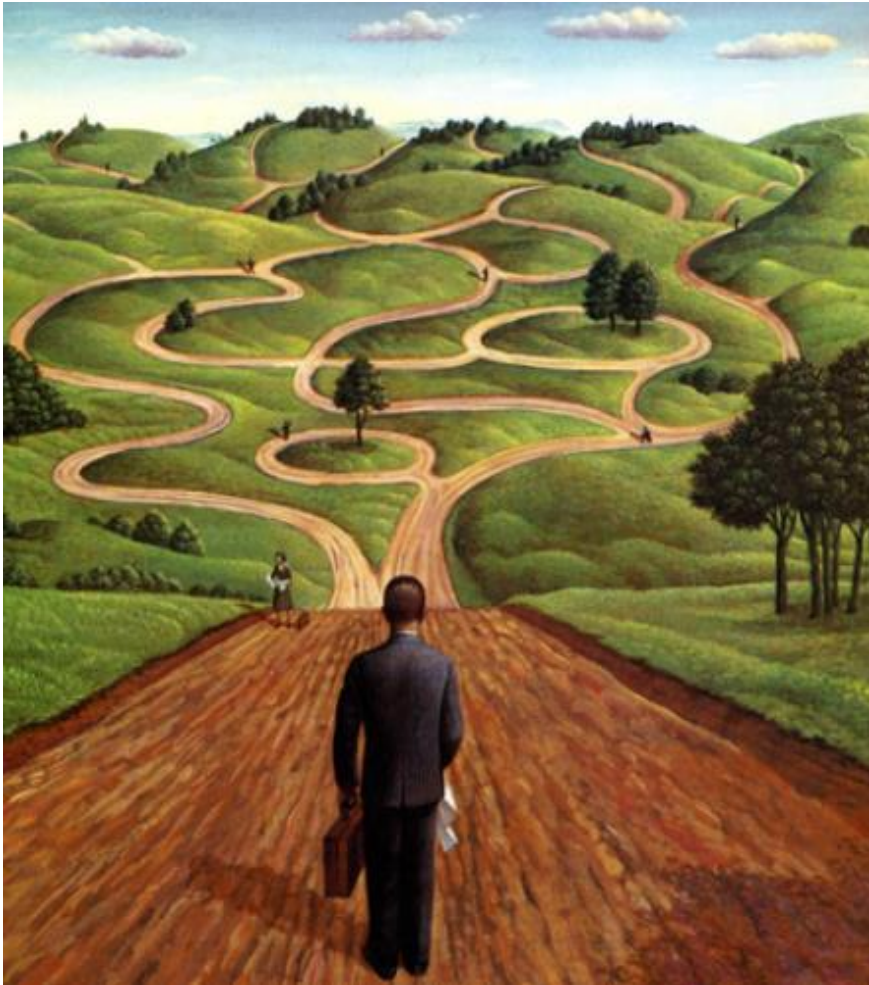
- Cooperation with **AGAPO** - to employ people with special needs or socially disadvantaged
- Early career support through **Universities**
- Cooperation with the **Expat centre**



- **FSC Newsletter**
- **FSC D&I Share-point**
- Networking with non-profit organizations
- Connecting with Business for Society organization
- **Signature of European Charter of Diversity**



FSC D&I FUTURE STRATEGY / NEXT STEPS



- Family Friendly Codex
- On site audit to have suitable workplace for handicapped people
- Welcome people from different environment
- Interact with local communities
- D&I questionnaire
- Revision of D&I strategy
- Long term action plan





Diversity Charter Czech Republic



Diversity Charter

Signing the Charter as a commitment of companies to create a fair working environment based on mutual trust and respect

Fair conditions lead to the growth of the attractiveness of companies as desirable employers

Diversity Charter signatories are drivers of diversity and trends in the labour market at the Czech and European level

Diversity Charter

Signature of Diversity Charter is a voluntary act of public commitment made by companies and employers that enables them to declare their acknowledgement of diversity principles at work.

Diversity Charter motivates employers to implement diversity management tools and to link diversity to their business strategy and business results. It has been signed by more than **14 400 employers** in EU countries, representing over **17 million employees**.





★ Diversity Charter

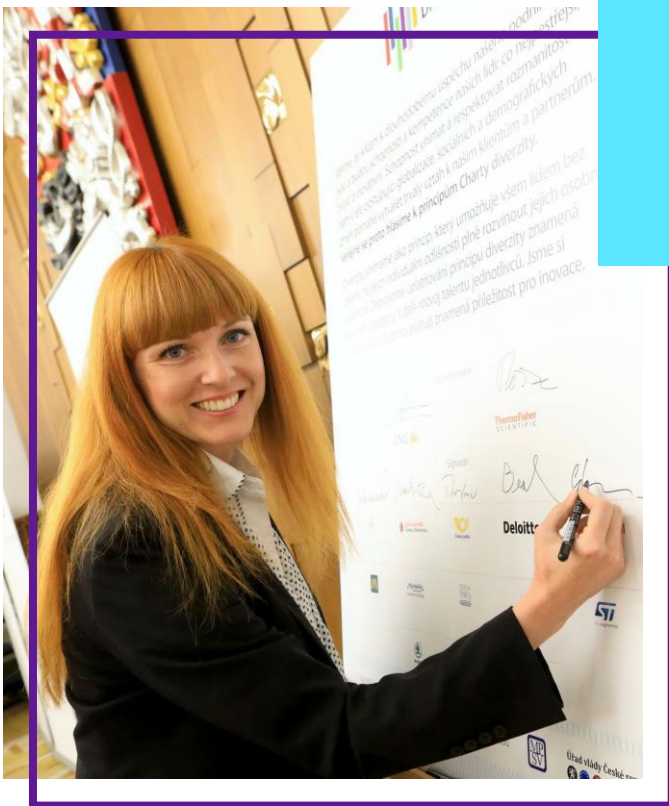
In the Czech Republic Diversity Charter has been already joined by more than 100 employers.

Diversity Charter is coordinated by a European networking platform supported by the European Commission. In the Czech Republic it is delivered under the auspices of the Ministry of Labour and Social Affairs and the Government Office of the Czech Republic.

The exclusive coordinator of Diversity Charter in the Czech Republic is the alliance **BPS – Business for Society.**

We will guide you through diversity from A to Z

Diversity Charter supports its signatories, providing them with expertise, information and networking platform, best practice as well as international background of the European project.





Main Areas and Topics of Our Work



Parents at work



Women in leadership positions



Young people in the labour market



LGBT



Age at work



Flexibility at work

-  **Fair recruitment and remuneration**
-  **Single mothers**
-  **Silver economy**