L'impegno di Bureau Veritas nell'Inclusion:

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Move Forward with Confidence

BUREAU VERITAS

Premessa

► dalla **Diversity** all' **Inclusion**

Diversity

- E' una dimensione che può essere usata per differenziare gruppi e persone tra loro

- Varietà di persone e di idee all'interno di un'azienda

- Una policy sulla diversity si focalizza sul rispetto e apprezzamento delle differenze di etnia, genere, età, nazionalità, disabilità, orientamento sessuale, percorso di studi e religione.
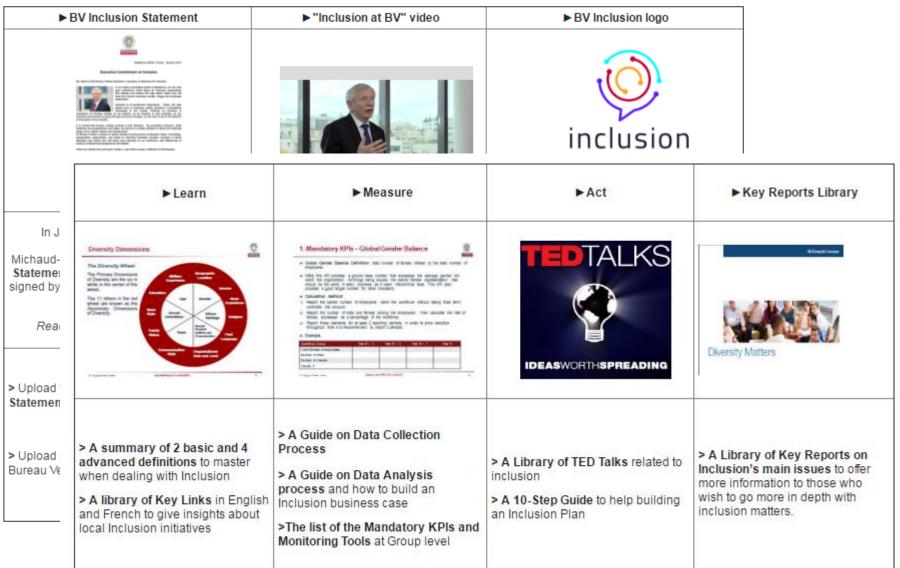
Inclusion

- E' il modo di creare un ambiente nel quale ogni persona si sente considerata, rispettata, vautata e connessa e dove ogni individuo si senta libero di esprimere se stesso (le sue idee, il suo background e le sue prospettive) con I suoi colleghi e con I clienti

La diversità è una ricchezza e l'Inclusione è quella forza che la mette a valore
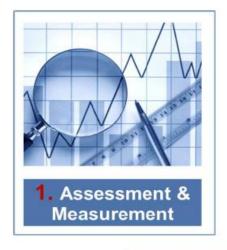
Community HO

► BV Inclusion Statement	► "Inclusion at BV" video	► BV Inclusion logo

	► Learn	► Measure	► Act	► Key Reports Library
In J Michaud- **Statemen** signed by Rea				Diversity Matters
> Upload **Statemen** > Upload Bureau Ve	> A summary of 2 basic and 4 advanced definitions to master when dealing with Inclusion > A library of Key Links in English and French to give insights about local Inclusion initiatives	> A Guide on Data Collection Process > A Guide on Data Analysis process and how to build an Inclusion business case >The list of the Mandatory KPIs and Monitoring Tools at Group level	> A Library of TED Talks related to inclusion > A 10-Step Guide to help building an Inclusion Plan	> A Library of Key Reports on Inclusion's main issues to offer more information to those who wish to go more in depth with inclusion matters.

https://www.youtube.com/watch?v=wLH_Klr3YDI&feature=youtu.be

Europe Action Plan

1. Assessment & Measurement

2. Awareness & Communication

3. Recruitment & Sourcing

4. HR Processes Monitoring

5. Development

1. Assessment & Measurement - GEEIS

► A livello Europeo è stato chiesto di eseguire il self assessment del GEEIS con l'obiettivo di fare una fotografia della base di partenza per ogni subsidiary e prendere spunti dalle «best in class»

Sono stati valutati come subsidiaries i seguenti criteri:

-Instigation of specific country-level initiatives

-Awareness-raising / Training HR and managerial practices

-Initiatives to encourage a fair gender balance within job profiles and/or levels of responsibility

-Pay practices

-Measures designed to ensure a healthy work/life balance and for acting on the organisation of work.

-Organisation and quality of social dialogue in the national and European and/or international

employee representative bodies, or the equivalent for Regions/Countries, in accordance with local legal provi

sions.

► Sono state create delle specifiche Scorecard monitorate mensilmente

1. Assessment & Measurement - GEEIS

CRITERION	GROUP REGION/COUNTRY BOTH	LEVEL	CRITERIA AND IMPLEMENTATION RESOURCES	EVIDENCE AT THE TIME OF SELF ASSESSMENT	Self-check to be completed (yes/ no/ongoing). Use Box Comments/Evidence for any other relevant information. Do not complete the grey boxes.		
					SEE	Italy	COMMENTS / EVIDENCE
2. Instigation of specific country-level initiatives	REGION/COUNTRY	0	Region/Country does not have a specific action plan to gender equality	N/A	ONGOING	ONGOING	
		1	Each Region/Country has prepared action plans specific to gender equality	- Commitment or policy for each Region/Country	ONGOING	ONGOING	
		2	Action plans are implemented	- Action plans	NO	ONGOING	
		3	Each Region/Country evaluates its progress procedure, and makes it known using non-legislative tools, such as labels, affirmations, awards, charters...	- Certificate for the relevant standard, affirmation, award, charter, etc.	NO	NO	

CRITERION	GROUP REGION/COUNTRY BOTH	LEVEL	CRITERIA AND IMPLEMENTATION RESOURCES	EVIDENCE AT THE TIME OF SELF ASSESSMENT	Self-check to be completed (yes/ no/ongoing). Use Box Comments/Evidence for any other relevant information. Do not complete the grey boxes.		
					SEE	Italy	COMMENTS / EVIDENCE
4. Awareness-raising / Training HR and managerial practices	GROUP AND REGION/COUNTRY	0	The Group and/or Subsidiaries didnt have implemented yet an awareness-raising program for HR and Managers (minimum Group and Subsidiaries) on topics of non-discrimination, including that of gender equality.	N/A	ONGOING	ONGOING	
		1	The Group and/or Subsidiaries have implemented an awareness-raising program for HR and Managers (minimum Group and Subsidiaries) on topics of non-discrimination, including that of gender equality.	Awareness-raising program (contents of the "Common culture of professional equality" module must be included) Number of participants Target public	ONGOING	ONGOING	
		2	The Group and/or Subsidiaries have implemented a training program for HR and Managers (minimum Group and Subsidiaries) on topics of non-discrimination, including that of gender equality.	Description of HR and managerial processes and actions Charting of specific cases Program (contents of the "Common culture of professional equality" module must be included) Number of participants Target public	ONGOING	ONGOING	
		3	Integration of gender equality in managerial practices and HR processes. For example: organisation of talent management, referent management, evaluation systems, identification of high-potential employees, promotion processes, promoting meetings via national HR workshops with regard to the training module "Common culture of professional equality" (which describes gender equality policy issues) and benchmark.	Agendas and reports of meetings and benchmark	YES	YES	

1. Assessment & Measurement - GEEIS

CRITERION	GROUP REGION/COUNTRY BOTH	LEVEL	CRITERIA AND IMPLEMENTATION RESOURCES	EVIDENCE AT THE TIME OF SELF ASSESSMENT	Self-check to be completed (yes/ no/ongoing). Use Box Comments/Evidence for any other relevant information. Do not complete the grey boxes.		
					SEE	Italy	COMMENTS / EVIDENCE
5. Initiatives to encourage a fair gender balance within job profiles and/or levels of responsibility	GROUP AND Region/Country	0	The head office and subsidiaries **do not provide** quantitative and qualitative gender balance data (a diagnosis is not yet made). Senior management does not raises awareness in the head office and subsidiaries of a fair gender balance, in particular through professions, functions and employee levels.	N/A	NO	NO	
		1	The head office and subsidiaries provide quantitative and qualitative gender balance data (a diagnosis is made). Senior management raises awareness in the head office and subsidiaries of a fair gender balance, in particular through professions, functions and employee levels.	Description and presentation of awareness-raising program Presentation of data provided by the head office and subsidiaries Partnerships with associations	NO	NO	
		2	The head office and subsidiaries provide quantitative gender balance data. The promotion of technical and scientific jobs (primarily masculine) will be researched, in particular through the educational system, in order to bring in more women. Actions will be aimed at bringing more men into service sectors (dominated by women) in the same way. The head office and subsidiaries establish partnerships with associations/schools in order to promote a fair gender balance in professional training from the earliest age, or establish any other form of partnership.	Presentation of data supplied by the head office and subsidiaries Partnerships with schools/universities Any other job-promoting action	NO	NO	
		3	The referent obtains annual Region/Country and national gender and vocational breakdowns and publishes the statistics publicly. Management is able to implement action plans with its subsidiaries which respond to the local job market . Target figures are jointly defined with each national HR management which then sets out an action plan. The Group and subsidiaries conduct a specific training program jointly with the training sector. The Group and subsidiaries establish personalised and growth-fostering career paths for female staff and must provide evidence of action plan implementation: contents of the action plan, timetable, number of beneficiaries and impact (on promotion, identification of high-potentials, etc.)	Gender balance by sector Publication Objectives and action plans by subsidiaries Scoreboard by country and BU Consolidated scoreboard Impact of actions Co-construction of specific training programs Implementation of action plan for career paths promoted by country/Region/Country Consolidated data	NO	NO	

1. Assessment & Measurement - GEEIS

CRITERION	GROUP REGION/COUNTRY BOTH	LEVEL	CRITERIA AND IMPLEMENTATION RESOURCES	EVIDENCE AT THE TIME OF SELF ASSESSMENT	Self-check to be completed (yes/ no/ongoing). Use Box Comments/Evidence for any other relevant information. Do not complete the grey boxes.		
					SEE	Italy	COMMENTS / EVIDENCE
6. Pay practices	GROUP AND REGION/COUNTRY	1	Principle: Equality of pay/salary is a principle enshrined in European and international law. It is the culmination of a policy of equality in the workplace. Every year, the standardisation project leader obtains employee gender breakdown figures by job profile and level of responsibility.	- Explanation and presentation for each country	NO	NO	
		2	Every year, the standardisation project leader contains a qualitative explanation and presentation from each Region/Country setting out the pay policy as applied to men and women (if there are variances, what is the reason? how have the measurements been made? what are the effects? in what direction is progress being made?)	- Detailed analysis data for each country - Consolidated data	NO	NO	
		3	An up-to-date action plan for action implementation is submitted annually. This plan includes corrective actions, where necessary.	- Action plans for each Region/Country and the head office	NO	NO	

CRITERION	GROUP REGION/COUNTRY BOTH	LEVEL	CRITERIA AND IMPLEMENTATION RESOURCES	EVIDENCE AT THE TIME OF SELF ASSESSMENT	Self-check to be completed (yes/ no/ongoing). Use Box Comments/Evidence for any other relevant information. Do not complete the grey boxes.		
					SEE	Italy	COMMENTS / EVIDENCE
7. Measures designed to ensure a healthy work/life balance and for acting on the organisation of work.	REGION/COUNTRY	0	The Group and/or its subsidiaries did not have undertaken a diagnosis and/or a plan of specific actions in the domains of ensuring a healthy work/life balance and the organisation of work to favour professional equality.	N/A	ONGOING	ONGOING	
		1	The Group and/or its subsidiaries have undertaken a diagnosis and/or a plan of specific actions in the domains of ensuring a healthy work/life balance and the organisation of work to favour professional equality.	According to the chosen axe: Results of the diagnosis Presentation of an action plan concerning the implementation of work/life balance arrangements by Region/Country	ONGOING	ONGOING	
		2	Action plans are implemented: specific provisions are in place in each Region/Country to permit a work/life balance and an organisation of work favouring gender equality.	Evidence per Region/Country of the implementation of an action plan and information on the following indicators: - Work organisation - Parental leaves	ONGOING	ONGOING	
		3	Each Region/Country evaluates its progress and the satisfaction of its beneficiaries.	Benchmark actions are organised.	NO	NO	

CRITERION	GROUP REGION/COUNTRY BOTH	LEVEL	CRITERIA AND IMPLEMENTATION RESOURCES	EVIDENCE AT THE TIME OF SELF ASSESSMENT	SEE	Italy	COMMENTS / EVIDENCE
				Self-check to be completed (yes/ no/ongoing). Use Box Comments/Evidence for any other relevant information. Do not complete the grey boxes.			
9. Organisation and quality of social dialogue in the national and European and/or international employee representative bodies, or the equivalent for Regions/Countries, in accordance with local legal provisions.	GROUP AND REGION/COUNTRY	0	There is no social dialogue organisation implemented.	N/A	YES	YES	
		1	The Group implements a social dialogue organisation, for example: At the Group level: - by discussing the subject at least once a year in fora of European or international unions or Group employee representation bodies if provided for in their powers; otherwise, by any other joint labour/management organisation. At the level of each Region/Country: - by the discussion of the theme of equality during national union or employee representation bodies meetings; otherwise, by any other study group.	Reports and minutes of meetings	NO	NO	
		2	At the Group level: The provision of statistical elements, benchmark and presentation of GEES/GEIS to employee representation bodies. At the level of each Region/Country: Information on action plans to promote gender equality in the workplace.	Reports and minutes of EEC meetings	NO	NO	
		3	At the Group level: By signing a European and/or international gender equality in the workplace agreement, charter or action plan in conformity with the local legal framework. At the level of each Region/Country: By the signature of a collaborative agreement, charter or action plan in conformity with the local legal framework.	European and/or international agreements Evidence of follow-up of local, Group or national agreements. Local or national agreements, or any other commitments, if the local legal framework does not require the negotiation of an agreement (charter, etc.)	NO	NO	

2. Awareness & communication

► Sono stati pianificati dei workshop per condividere il piano di azione e per aumentare la consapevolezza del Management

► E' stato siglato l'Inclusion Statement a livello locale e distribuito in tutte le sedi di Bureau Veritas per condividere l'impegno dell'azienda verso l'Inclusion

► **Benefici attesi:**

Aumentare il committment e la consapevolezza di tutte le persone che lavorano in Bureau Veritas e continuare ad attrarre talenti che si rispecchiano con questi valori

Valorizzare le differenze culturali, I diversi percorsi professionali e i diversi approcci personali costituisce un valore aggiunto e una chiave di lettura importante per l'azienda portando:

-miglioramento dei risultati di business

-soddisfazione per i dipendenti

-Innovazione, incoraggiando nuove prospettive e nuove idee

-soddisfazione per i nostri clienti che possono ritrovare i loro valori rispecchiati nelle persone di Bureau Veritas

Impegno del Management sul valore dell'inclusione
Executive Commitment on Inclusion

2. Awareness & communication

► Abbiamo lanciato un'iniziativa sul portale GreenApes per coinvolgere un gruppo di colleghi nella presa di consapevolezza sull'Inclusion e per dare voce alla percezione dell'Inclusion in azienda

GreenApes is a sustainability Social Network where people can build their sustainable profile and become a source of inspiration for their peers. We have designed a special project for BV Italy with a pilot of 50 employees that will interact in a specific virtual room discussing about D&I. They can post ideas, projects, photos, videos, reading suggestions and the winners will be the more popular post. For the winners there will be a gadget. We would like to start with a kick off webinar and showing the D&I BV statements

3. Recruitment & Sourcing

► L'HO sta creando un training per tutte le figure che si dedicano al Recruitment per dare consapevolezza dei principali bias in fase di selezione e nella valutazione delle candidature (e-learning)

► E' stato richiesto a tutte le figure che si occupano di Recruitment di figure manageriali, qualora non fossero presenti figure di donne nella rosa di candidati di giustificarne il motivo

► Saranno organizzati degli audit da parte dell'HO sulla svolgimento del processo di selezione.

► Abbiamo deciso di rafforzare la nostra presenza ai career day per il 2017 in modo specifico nelle facoltà ingegneristiche per spiegare le nostre posizioni e agevolare le candidature della popolazione femminile

4. HR Processing & Monitoring

In accordo con quanto riscontrato nell'assessment GEEIS si sta lavorando per incrementare il monitoraggio dei principali indicatori:

► **Global Gender Balance**: numero totale di donne sul numero totale dei dipendenti

Operating Group	Year N − 3	Year N − 2	Year N − 1	Year N
Total Number of employees				
Number of Male				
Number of Female				
Other Gender				
Female %				

► **Manager Generd Balance**: total number of female in Banding

Band	EC	I	II	III	IV	V	Total Band EC - IV
Total Number of employees							
Number of Male							
Number of Female							
Other Gender							
Female %							

4. HR Processing & Monitoring

► **Gender Recruitment Process:**

Global Job	Received Applications	Interviewed Applicants
Total Number		
Male %		
Female %		
Others %		

► **Gender Balance in Training:**

Operating Group	Overall	Male	Female	Others Gender
Total number of training hours				
Total number of trained employees				
Average number of training hours per employee				

4. HR Processing & Monitoring

► **Demographic Picture:** per valutare la distribuzione della popolazione rispetto all'età.
Generation Y: 20-34 years
Generation X: 35-49 years
Generation S: more than 50 years

Operating Group	Generation Y	Generation X	Generation S
Overall Workforce			
Band EC – I – II – III – IV			
Band EC – I – II – III			

► **Seniority Breakdown:** indicatore che valuta la distribuzione della seniority rispetto a 3 categorie: meno di 5 anni – trai 5 e i 10 anni e maggiore di 10 anni

Example 1	Band EC – I – II	Band III	Band IV	Total
< 5 years				
From 5 to 10 years				
> to 10 years				

4. HR Processing & Monitoring

► **Internal Promotion Rate:** per identificare la distribuzione delle promozioni in azienda

Band	EC – I	II	III	IV	Total
Number of promotions					
% of female					

► **Attrition Rate:** è un dato utile per valutare l'effetto del piano di azione sull'Inclusion

Band	EC – I – II	III	IV	All Bands Average
Male Voluntary Turnover				
Female Voluntary Turnover				
Average Voluntary Turnover				

4. HR Processing & Monitoring

► Tenere presente che un team inclusivo è quello nel quale una «categoria» è rappresentata da non meno del 20% della popolazione

► Un team mono-rappresentato è quello nel quale una «categoria» è rappresentata da più del 60% di tutta la popolazione

Relativamente al Gender:

► Un team inclusivo è quello dove un genere è rappresentato da almeno il 40% della popolazione

4. HR Processing & Monitoring

► **Generder Balance in Succession Plan**

OLDR 2016 - SUCCESSION PLANNING SUMMARY

SCOPE	OPERATIONS						M&S	TQR&HSE	SUPPORT	FEMALE (%)
	IND	IVS	CER	CTC	CTD	OTHER				
Managerial Positions	4	5	8	9	4	7	8	4	5	5,6%
With Internal Successor	3	4	6	6	4	7	8	4	7	16,7%
No Internal Successor	4	4	0	0	1	0	0	0	0	
External Hiring	0	0	0	0	1	0	0	0	0	

5. Development

► Continuo investimento nello sviluppo e training sulle donne che hanno partecipato al development center italia nel passato

► Particolare attenzione al bilanciamento donne/uomini nel processo di identificazione dei partecipanti al development center

SCOPE	OPERATIONS						M&S	TECHNICAL	SUPPORT	
TALENT POOL	**IND**	**IVS**	**CER**	**CTC**	**CTD**	**OTHER**	**M&S**	**TECHNICAL**	**SUPPORT**	
Total	0	0	0	0	0	0	0	0	0	*2016 Talent´s Pool - reported in Scorecard*
Female (%)										
Age (average)										
Managerial Positions	5	2	2	3	0	0	0	0	0	*Current number of Managers*
TALENTS' ACTION PLAN										

* Include in your budget your development initiatives and training needs

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