



SUSTAINABILITY THROUGH INCLUSION: 2023 INSIGHTS SURVEY

Christine Pelissier
15th November



EDWARDS



Our Inclusion
& Diversity
Journey



Our Employee
Engagement
Survey



Our
Continuous
Commitment

OUR INCLUSION &
DIVERSITY JOURNEY



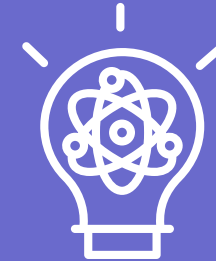
Our Inclusion & Diversity Journey. . .



COMPLIANCE

Diversity, Equity & Inclusion (DE&I) is on the agenda for discussion, but no concrete plans are in place.

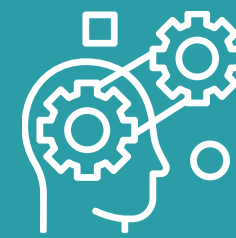
The efforts are primarily focusing on diverse representation.



EMERGING

A DE&I strategy exist but is not tied to strategic outcomes.

The efforts are primarily focusing on awareness.



EMBRACING

There is a clear connection between the Inclusion & Diversity agenda and the business strategy.

Measures are in place to track progress.

The efforts for are broadened, focusing even more on inclusion.

The organization has begun to evaluate and assess policies, benefits and people processes to make them DE&I compliant.

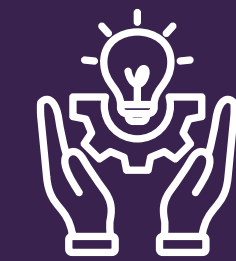


COLLABORATING

Diverse employees are engaged in talent and business initiatives.

Managers are measured on D&I.

The organization, where possible, launch DE&I compliant processes and practices.



INGRAINED

DE&I Is fully integrated into processes, practices and ways of working in the day-to-day work.

Organization leverages diverse backgrounds, capabilities, viewpoints, etc. to increase business results and value.

Ongoing Investment in Our I&D Journey



Multi-faceted approach

Diversity Champions

- Our VPs are part of our D&I Council
- Meet monthly to share best practice and report on progress

I&D Pillars



Goal 1: Achieve better gender balance across the business

30%
WOMEN BY 2030

RECRUIT



DEVELOP

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

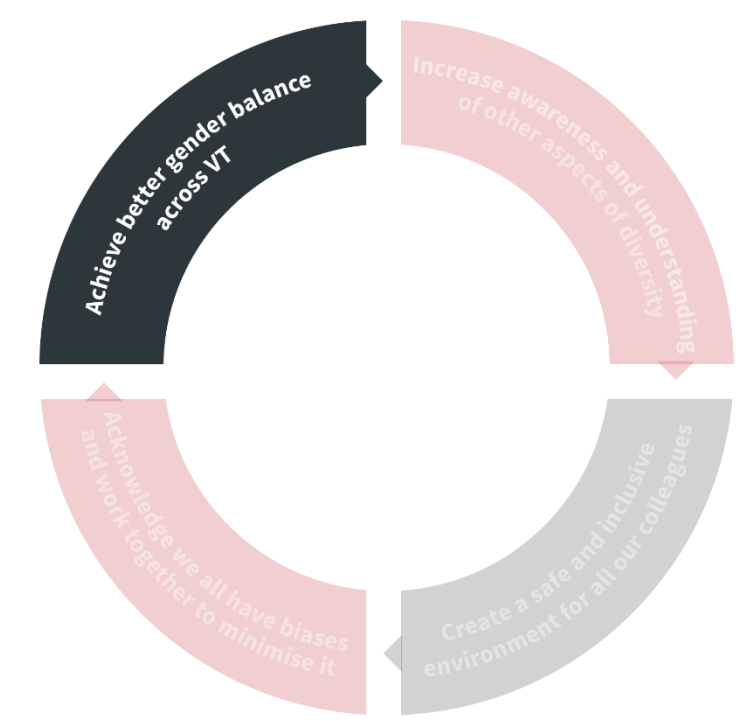


EMPOWER



RETAIN





Goal 2: Increase awareness and understanding of other aspects of diversity

DIVERSE TEAM



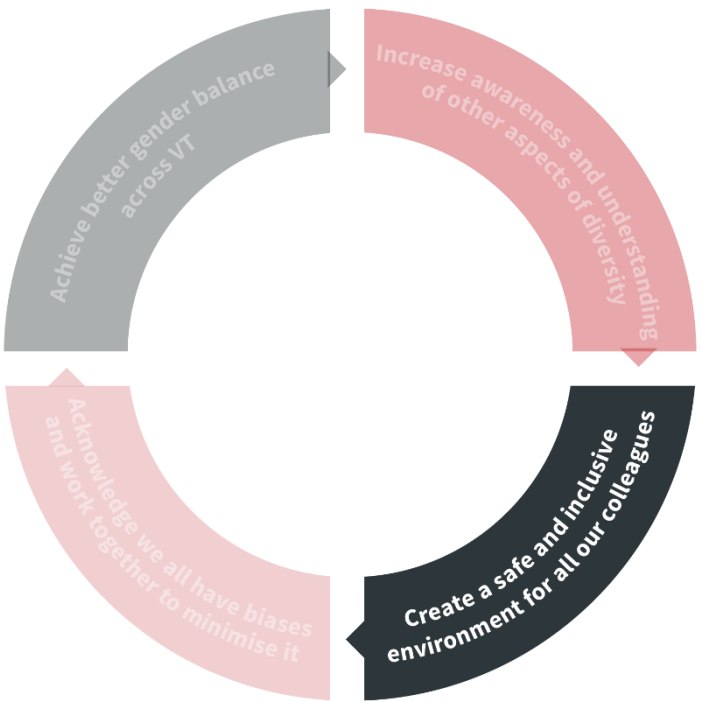
RESPECT



To increase visibility, awareness and understanding of diversity such as gender, disability, race, age, sexual orientation

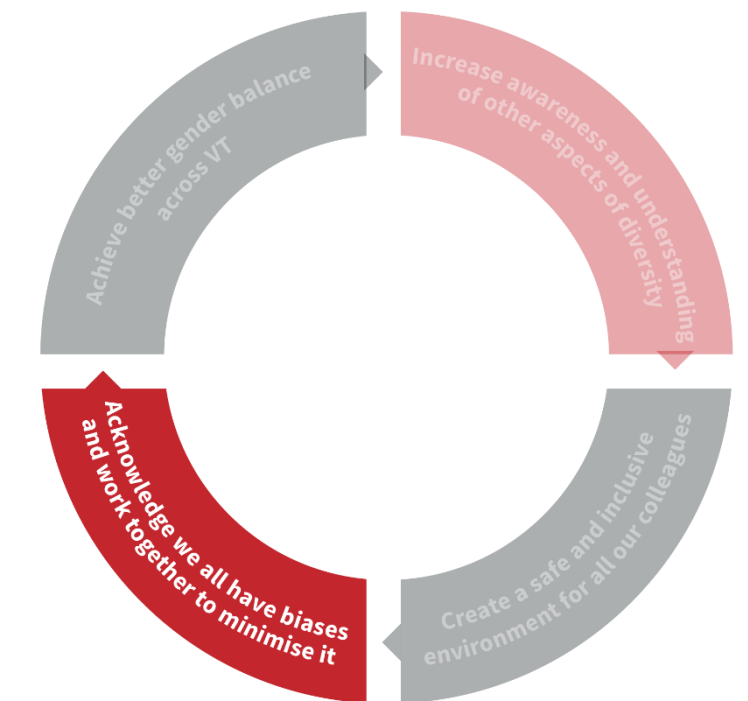
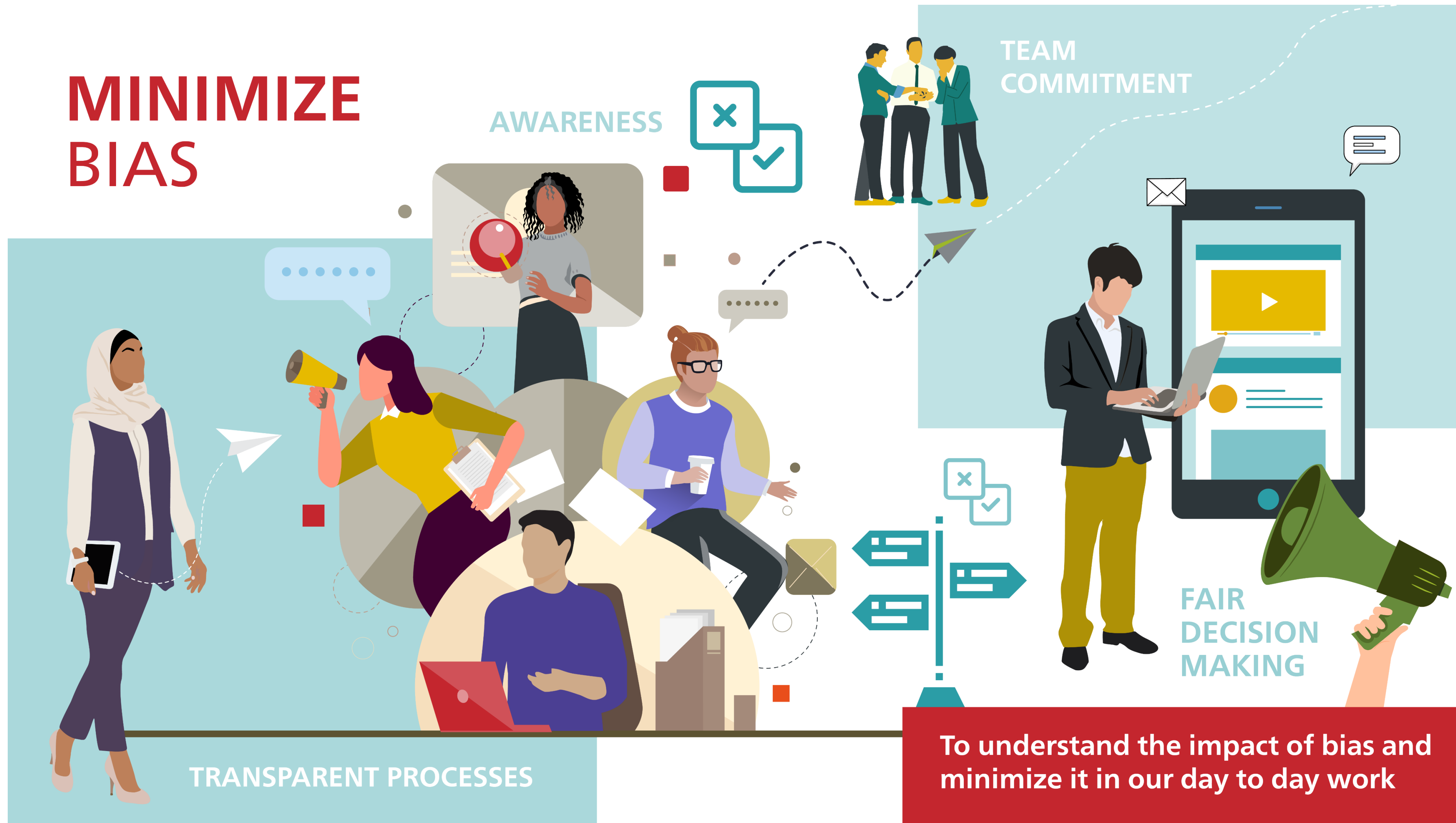
Goal 3: Create a safe and inclusive environment for all our colleagues

IN CLU SIVE CUL TURE



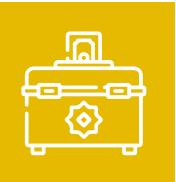
Goal 4: Acknowledge we all have biases and work together to minimise them

MINIMIZE BIAS



To understand the impact of bias and minimize it in our day to day work

Commitment and Activation



• Good intentions are not enough



• Rigour and investment (time, focus, training) are required to improve



• If we don't measure, we can't improve

What gets measured gets done



THE INSIGHTS



Atlas Copco Group

Employee Engagement Survey

Response
Rate
90 %

Employee
Engagement
79

Engagement Historical Trend
43613 (90%) Responded in Apr



RESPONSES
> 40,000

COMMENTS
>40,000



Response
Rate

>75 %

SEMI GLOBAL
RESPONSES

~ 5800

Response
Rate

>75 %

SEMI EMEA
RESPONSES

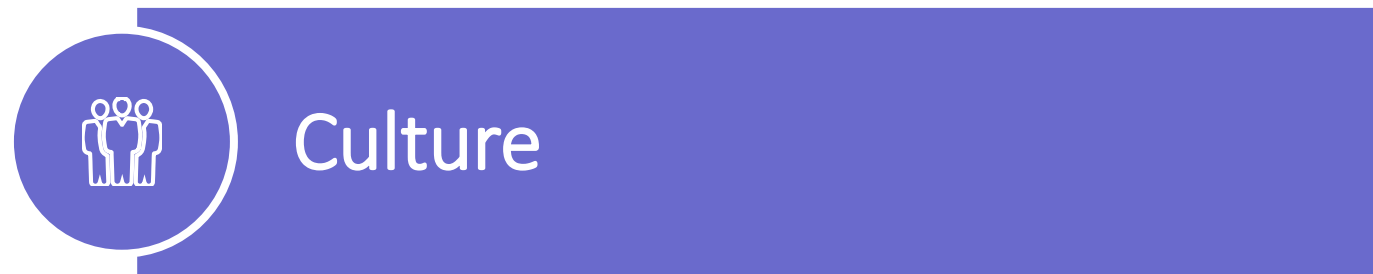
~ 1000

Atlas Copco SEMI Divisions Employee Engagement Survey



2023 Insight Survey

The Five Key Measurement Areas:

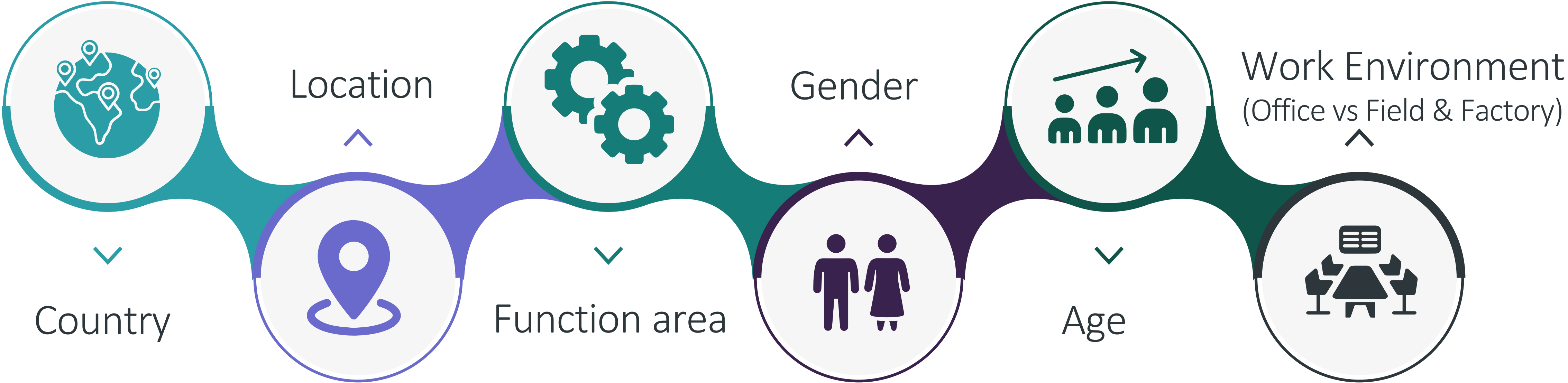


— New in 2023 —

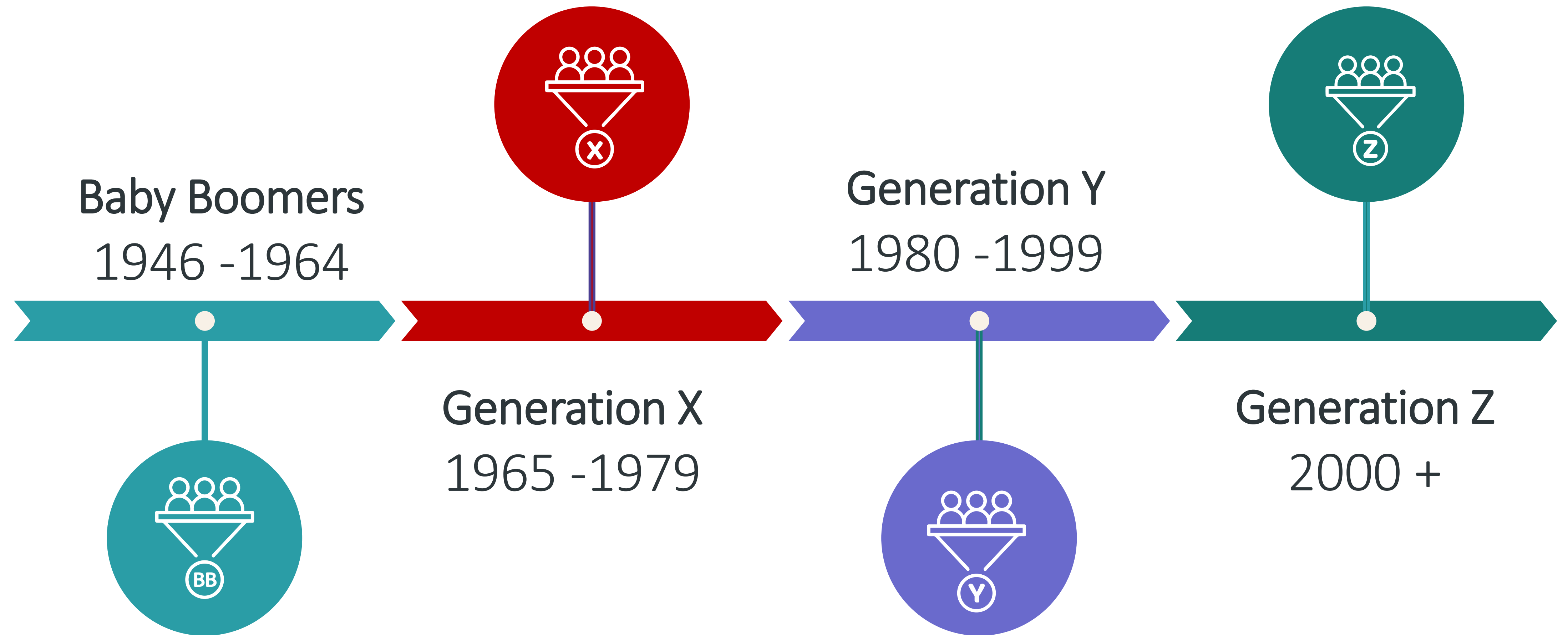
I&D Index consists of six questions:

1. I feel free to speak my mind without fear of negative consequences
2. I am treated fairly at work
3. My manager demonstrates a visible commitment to diversity & inclusion
4. My team has a climate in which diverse perspectives are valued
5. I feel a sense of belonging at my company
6. I am treated with respect & dignity

Data Segmentation Options



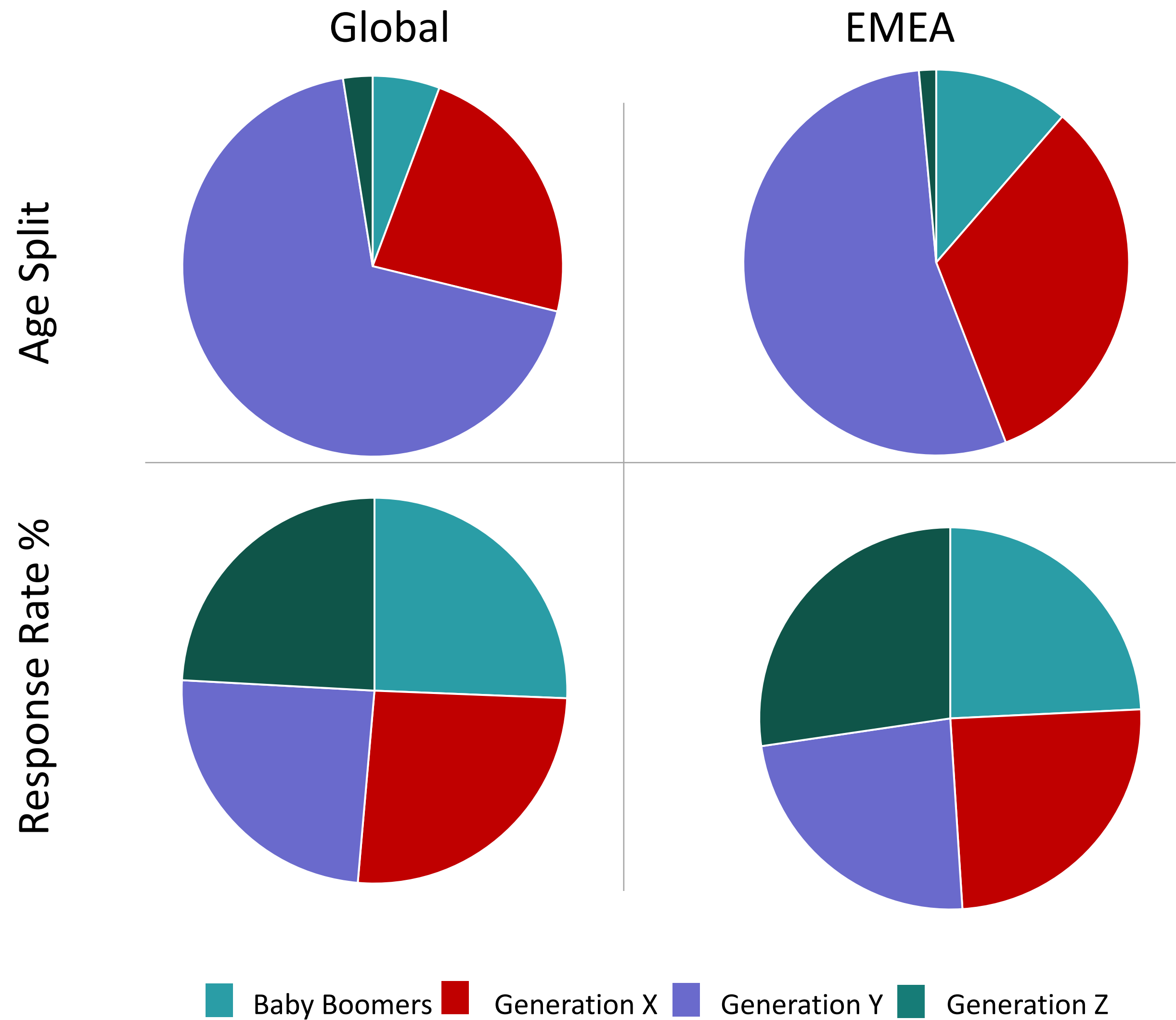
Generations



The SEMI numbers Global and EMEA – Representation + Response Rate

- Population by age
- Response Rate (%) by age

- Gen Y is the significant majority
- Boomers are the significant minority



The EMEA SEMI numbers – Environment and Organisation



Work environment / age



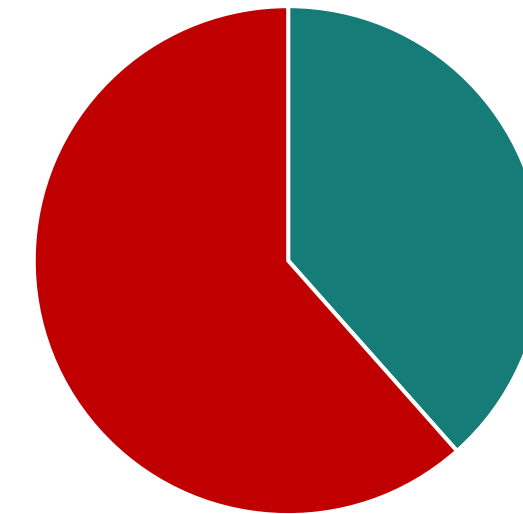
Organisational level / age



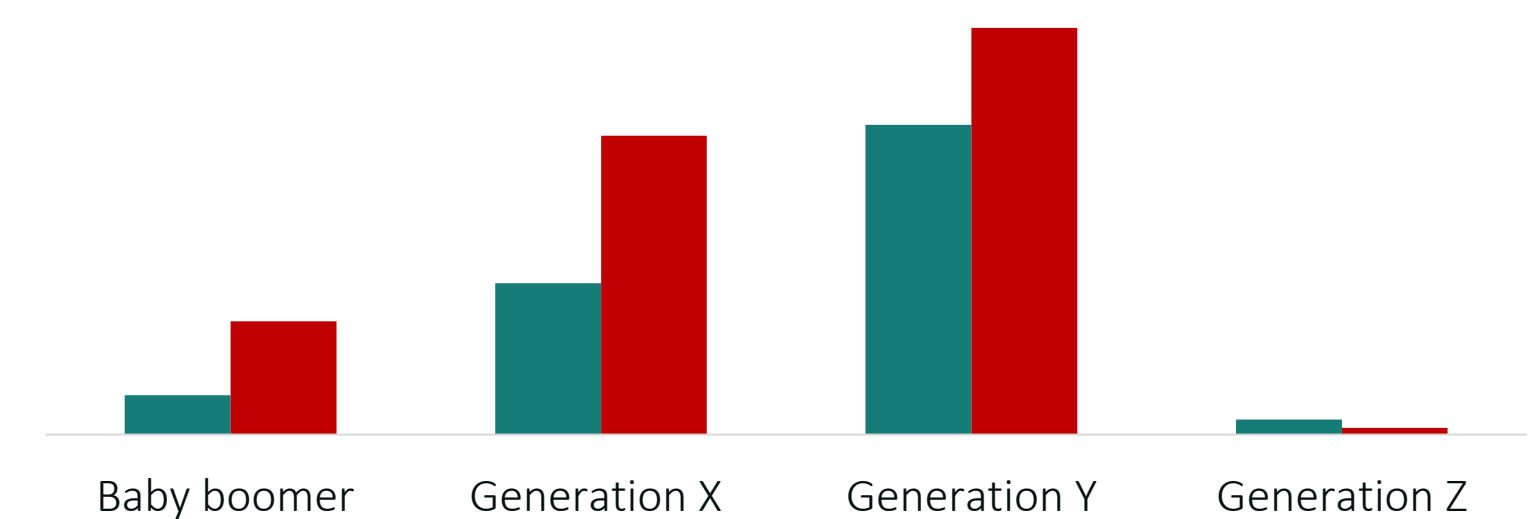
More office workers in EMEA -
generational split is fairly consistent



Good age representation throughout
the organisation all the way up to
senior management



Office



Field and Factory



Baby Boomers Generation X Generation Y Generation Z

EMEA I&D zoom in < 25s – SEMI EMEA

Employee engagement under 25's > 60%, however
I&D Index questions < other age groups:

Under
25's

- 'My manager demonstrates a visible commitment to diversity & inclusion'
7points lower than overall SEMI population in EMEA

Under
25's

- 'My team has a climate in which diverse perspectives are valued'
8pts lower than the SEMI population in EMEA

Under
25's

- 'I feel a sense of belonging at my company'
13pts lower than the SEMI population in EMEA



The data doesn't give the answers ...
... but it allows us to ask better questions.

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Based on this survey data:

There is a disconnect: where we stand in D&I and their expectations.

“ According to a [2023] Monster poll, 83% of Gen-Z respondents said they consider an employer's commitment to diversity and inclusion when deciding where to work. ”

Under 25s are the workforce of the future
... so, we'd better make a plan.

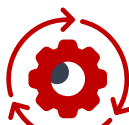


OUR CONTINUOUS
COMMITMENT



What do Gen Y and Z look for in an employer?

Consensus on Generation Y and Z approach to jobs and businesses

-  Work-life balance
-  Development opportunities and progression
-  Collaborative environment
-  Updated technology and digital tools
-  Positive impact on the community
-  Authenticity



What's Our Plan of Action?

No one-size-fits-all for I&D programmes

- Engage at organisation, management and team level. **Listen and learn.**
- Create targeted **plans of action**
- Show **career paths** – young managers as role models, senior leaders' journeys
- Resonate with **their values** - link their role and work with a bigger picture
- Create individual **sense of purpose**
- Prove to them that they are working for a **Better Future** – share the value proposition of the semiconductor industry
- Focus on **retention** - we've got them, how do we keep them? Nurture devotion



They're not committed to us ... we need to commit to them.



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