

DEIB is integrated into the employee lifecycle

Global DEIB Strategy



1

Attracting

Considering different **communication channels** (e.g., LinkedIn, career fairs etc.)

Promoting global principles, initiatives and external commitments to highlight our **Employer Value Proposition**:

- Childcare support
- Global parental leave principles
- Global Flexwork@Zurich initiative
- Equal Pay for Equivalent Work
- Diversity Dashboard
- Global Employee Resource Groups (ERGs) such as WIN, PRIDE, YouMatter, NEXT



2

Selecting

Interview training for line managers and recruiters on **unconscious bias**

Fair Play Guidelines:

- Gender neutral Job Ads
- Ensure diverse candidate pool
- Diverse interview panel
- Inclusive behavior questions

3

Onboarding

- Promoting **diverse** and **inclusive** working culture & environment
- Global Onboarding framework along our **Moments that Matters**
- **New Joiner Buddy** as critical success factor for first months at Zurich

Listening to **New Joiner Feedback** (Onboarding NPS)



4

Professional Development

- HR Academy with DEIB focus areas
- **Inclusive Leadership** modules as part of manager development programs



5

Leadership and Talent

- **Diverse** talent pools, pipelines and succession plans
- Ensure diverse **participation rate** for development programs
- Targeted talent programs (Female acceleration Program, Female Sponsorship Program)
- Leadership role modelling



6

Communication

- Integrate DEIB **messages** via (workplace, emails, intranet, newsletters)
- Promote global ERGs
- DEIB Newsletter
- Promote global DEIB programs and initiatives
- Promote **inclusive environment** via employee listening & speak-up culture



7

Offboarding

- Understand **why** people are leaving
- Ensure **exit interviews** and look out for DEIB related challenges

