



INCLUSION-CHECK

Evaluation

Inclusive Future Ltd.

Survey period

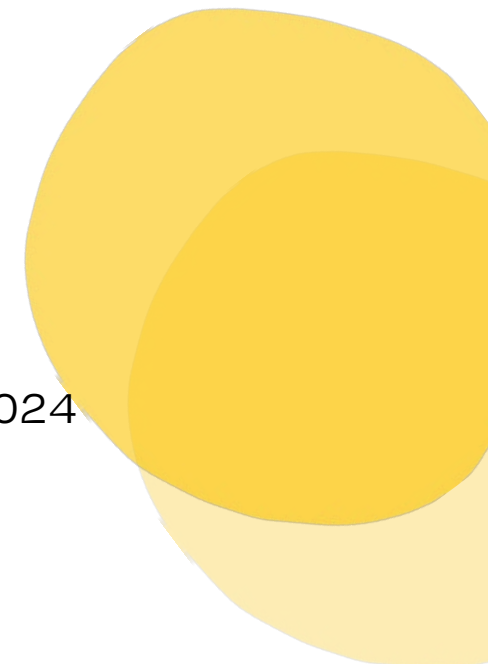

19.08.2024 to 19.08.2024

Inclusion-Check

Inclusion-Check

Evaluation date

19.08.2024



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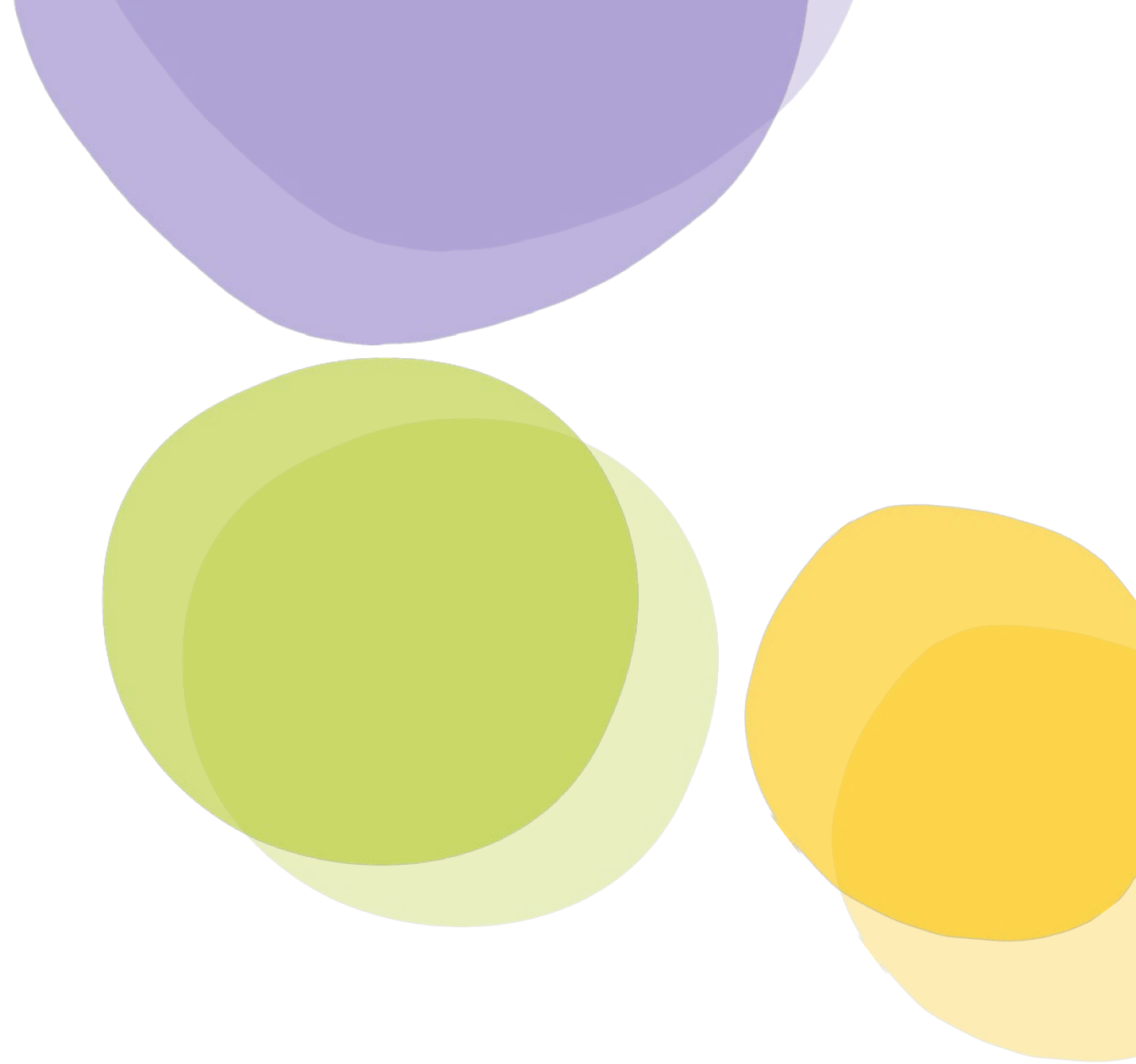
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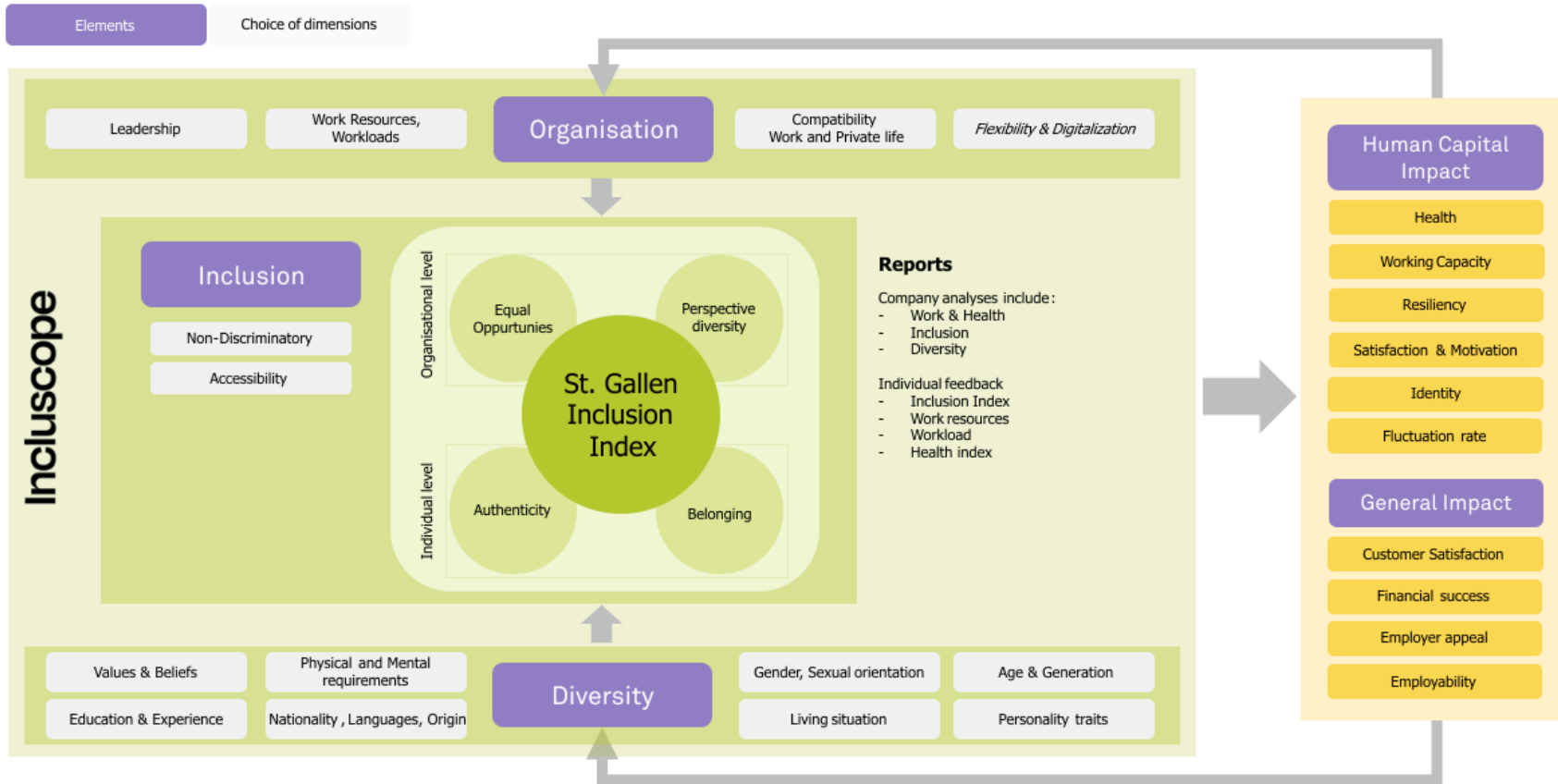
Introduction

Inclusive Future Ltd.





Impact model





Notes to the impact model

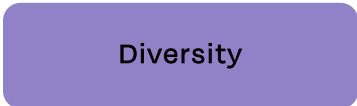
The model shows an iterative cycle with its core elements (organization, St. Gallen Inclusion Index and Diversity), which have an impact on the «Human Capital» in an organization.



The St. Gallen Inclusion Index measures the climate of inclusion within the organisation and indicates areas for action. It is generated on an individual level based on the dimensions of «Belonging» and «Authenticity» and at team/group level based on the dimensions of «Equal opportunities» and «Variety of perspectives». A higher value in the St. Gallen Inclusion Index results in a positive human capital impact. This means that the higher the value, the more positive the effect on the team and organisation's performance.



Optimally coordinated framework conditions have a positive effect on the inclusion climate in the organization. For example, the modules «Leadership» and «Dealing with Flexibilization & Digitalization» have a strong influence on the «St. Gallen Inclusion Index».



«Diversity» encompasses the variety and uniqueness of employees in an organization. This includes, for example, areas such as «nationality, languages» or «gender and sexual orientation». Diversity is an opportunity, but also brings with it challenges that can be positively shaped in an organization through an appropriate climate of inclusion.



Our scientific research shows how the inclusion climate becomes a driver of the «Human Capital Impact». If the inclusion climate is positive, this results, for example, in low staff turnover and high financial success at the organizational level, as well as pronounced job satisfaction, employability and health at the employee level.

Our analysis results create transparency and provide information on possible areas for action. They also serve as the basis for internal and external benchmarking and regular reviews of the measures implemented.



Definition of diversity & inclusion

Diversity

Diversity

- describes the uniqueness of employees that come into play in a group and
- shows commonality and differences between people in an unbiased way.

Inclusion

Inclusion means

- that employees can be authentic in their work environment and feel that they belong and are treated fairly, so that they want to and are able to contribute their skills and needs,
- that the organisation respects and encourages the diversity of perspectives of employees and ensures equal opportunities, meaning that synergies can arise in cooperation.



Definition of Inclusion dimensions

Belonging

Describes the extent to which a person feels like an accepted and valuable member of their team/work group.

Authenticity

Describes the extent to which a person can 'be themselves' and their individual personality, experiences and values are respected and valued by the team/work group.

Equal opportunities

Refers to the organisation's commitment to equal opportunities, diversity-promoting management practices and fair personal practices.

If equal opportunities are present, all employees receive the same salary for the same work, equal access to further training and the same promotional opportunities

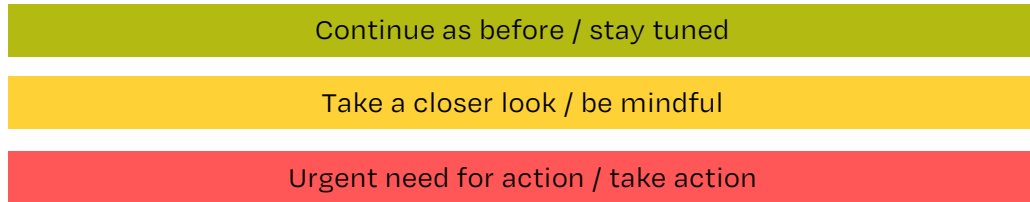
Variety of perspectives

Describes the extent to which an organisation uses the benefits of employee diversity to promote collective learning and increase work performance across the entire organisation. This particularly includes the extent to which different perspectives are actively encouraged, valued and integrated within the organisation/work group.



Information on the graphics 1/2

All results are given on a scale from 0 (= lowest value) to 100 (= best value). Some values have been reversed so that a score of 100 always means a positive result. Some results are color-coded with a traffic light system to provide an overview.



«Flower»

A «Flower» shows an overview of the results of the dimensions as petals. The petal shows whether the respective dimension is in the green, yellow or red range. If it is completely filled in, the value is 100 (benchmark = dotted line). Two or more petals next to each other make it easier to compare the results - deviations can be identified quickly and easily.

Legend

On a scale of 0 - 100, the «equal opportunities» dimension achieves an average value of 62 with a yellow traffic light.

If the graph does not contain any values (gray cloverleaf), the results were not shown for privacy reasons, i.e. to ensure the anonymity of the participants (no analysis possible).



N=10 | Benchmark: Unternehmen

Flower example



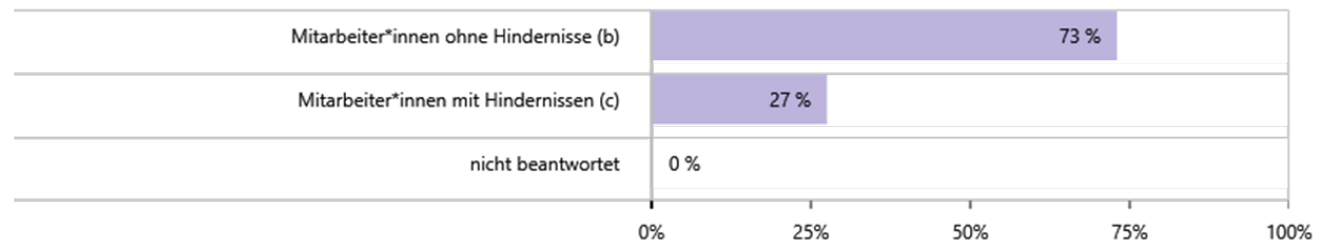
Information on the graphics 2/2

Bar chart

A bar chart shows the results of each individual dimension at topic level. The traffic light colors (where available) indicate whether there is a need for action on a topic. The results are shown as numerical values (on a scale of 0-100) or as percentages and as bars. The dotted lines show the benchmarks as comparative values. Where available, you will find the distribution of responses on the right. The number of «missing data» is shown in white.



N=10 | Benchmark: Zugehörigkeit



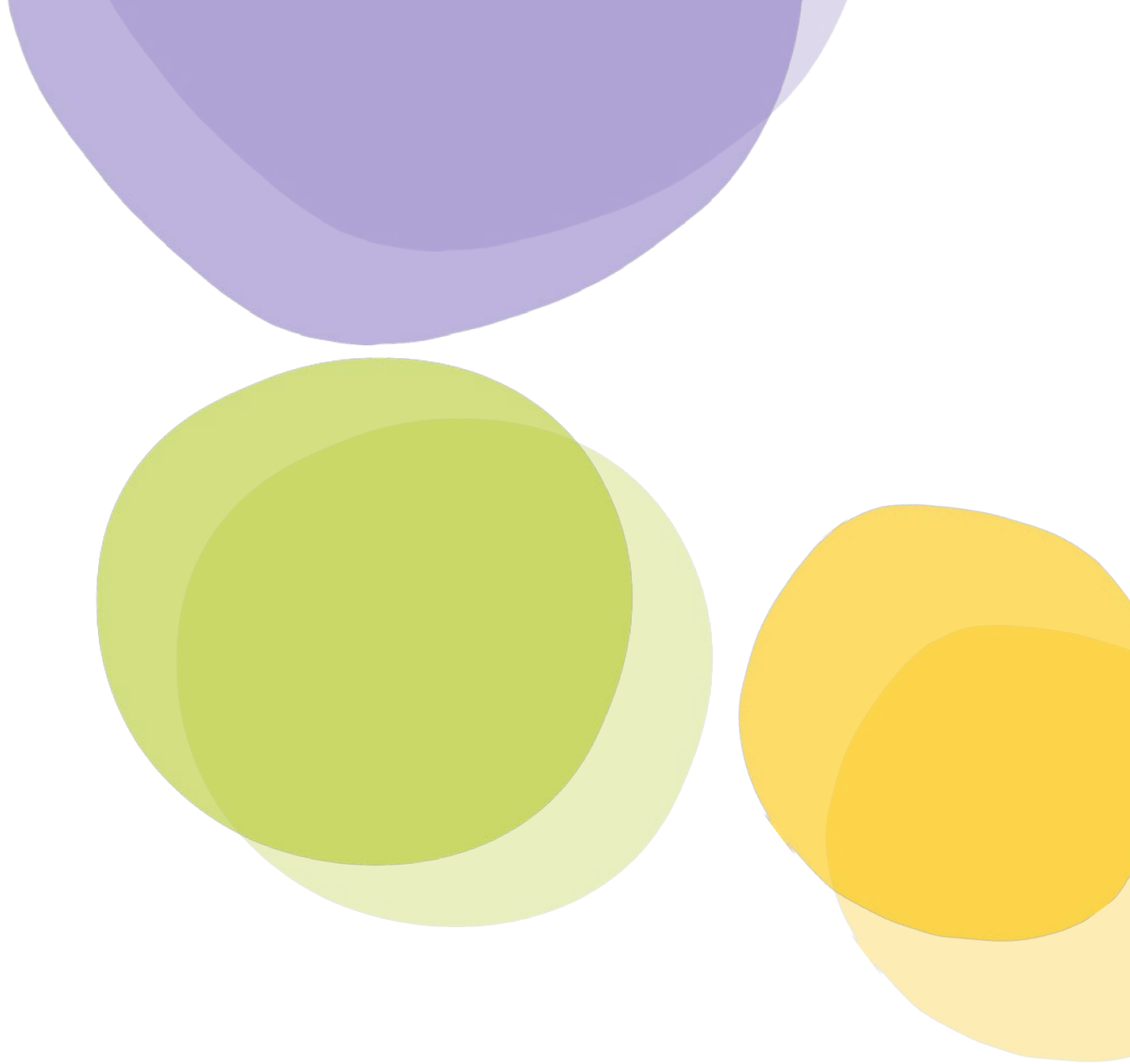
N=11

Examples of bar charts



Results

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Overall results

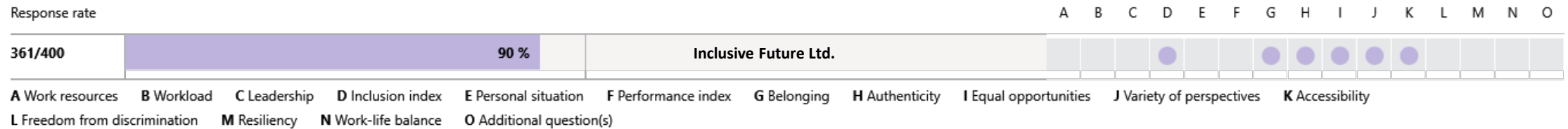
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Response rate and selected languages

A total of 90.3 % of the employees of the Inclusive Future Ltd. took part in the current survey.

The languages used to conduct the current survey with % share are: German 100 %

If the response rate is low (<10 statements), the results of the individual survey groups are combined at the next higher organizational level to ensure the anonymity of the employees. All selected dimensions are marked with a dot on the right-hand side of the chart.



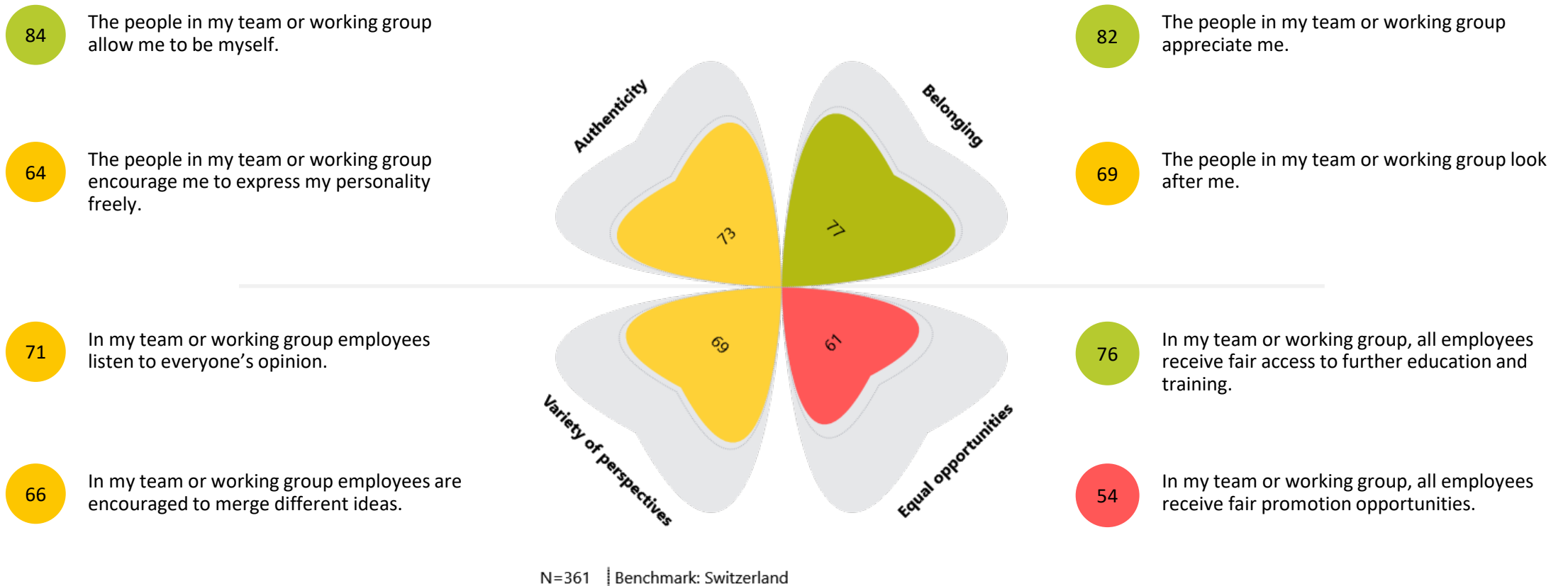


Inclusion Overall results

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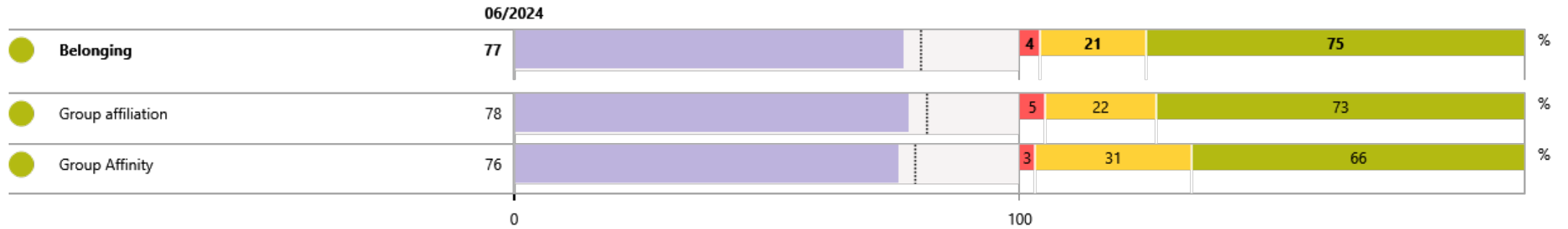
The key results at a glance

The following overview graphic shows the key findings of the four Inclusion dimensions. Complete with corresponding traffic light, the cloverleaf shows the average value of the dimension and - if applicable - the value from the previous survey (in brackets) and benchmark (dotted line). The question with the lowest and highest value is also shown for each dimension. If a question has a value that is neither particularly high or low, this is highlighted yellow.



Belonging

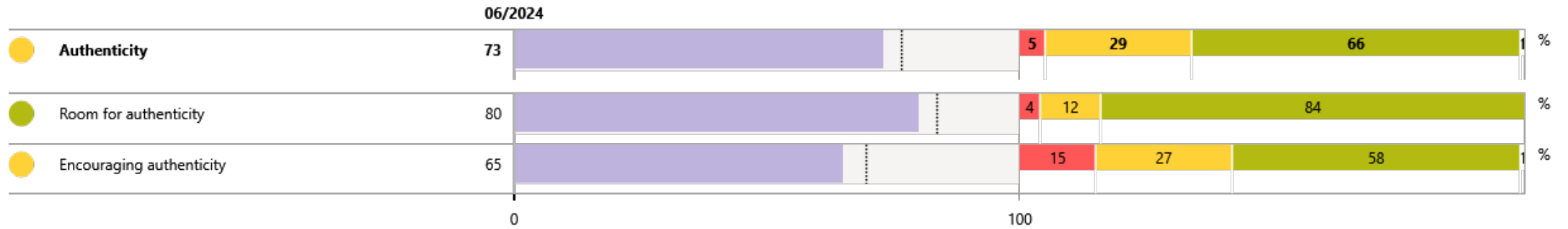
The following graphic shows the subjective feeling of whether employees belong to their team/work group. The higher the feeling of belonging and the more employees feel an affinity to their team/work group, the higher the belonging value.



N=361 | Benchmark: Switzerland

Authenticity

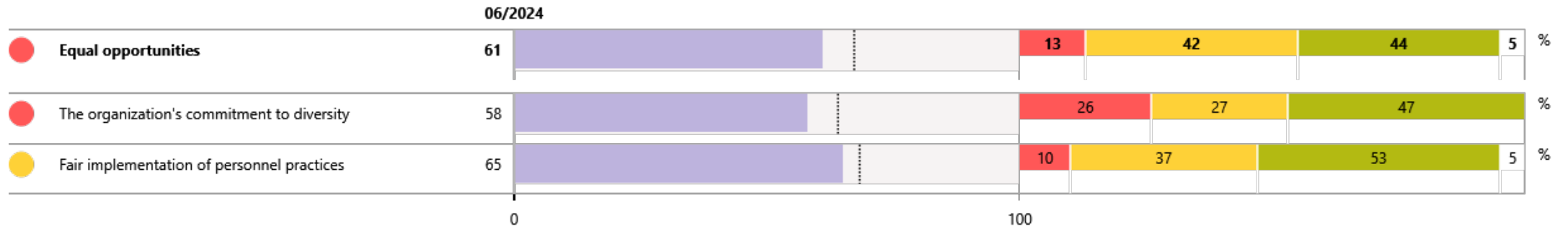
The following graphic shows the subjective feeling of whether employees can be their authentic self in their team/work group. The more your employees feel empowered to be their authentic self in a team/work group, the higher the authenticity value.



N=361 | Benchmark: Switzerland

Equal opportunities

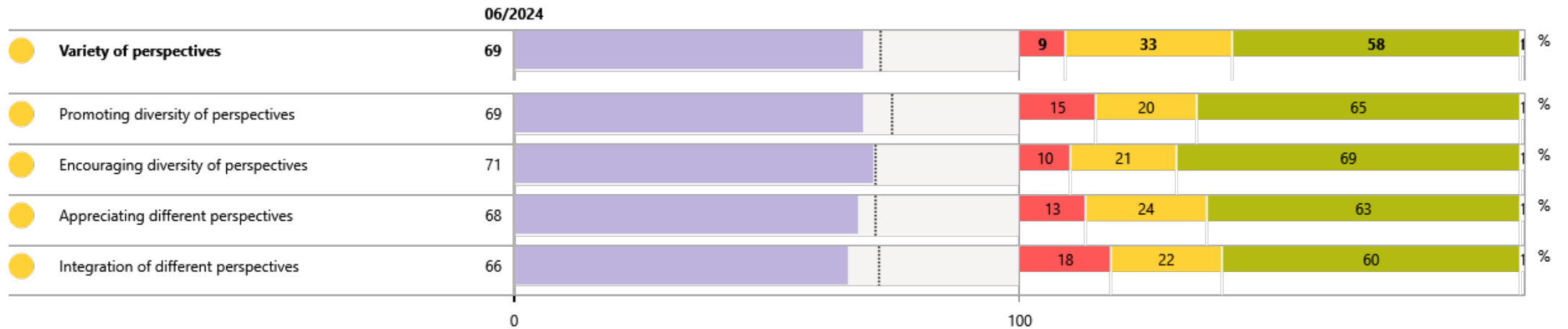
The following graphic shows the subjective feeling of whether employees have equal opportunities at their company. The higher the employees rate the organisation's commitment to diversity and the fairer HR policy is implemented, the higher the equal opportunity value.



N=361 | Benchmark: Switzerland

Variety of perspectives

The following graphic shows the subjective feeling of whether employees experience a variety of perspectives at their company. The more employees consider that a variety of perspectives are encouraged and the more different perspectives are valued, the higher the variety of perspectives value.



N=361 | Benchmark: Switzerland



Inclusion

Results based on diversity criteria

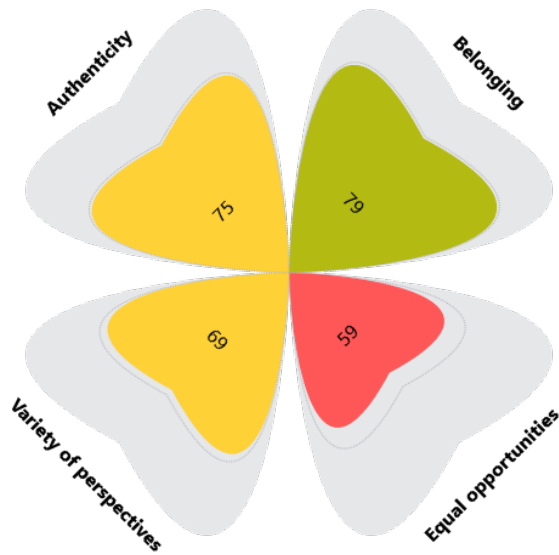
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Inclusion based on age group

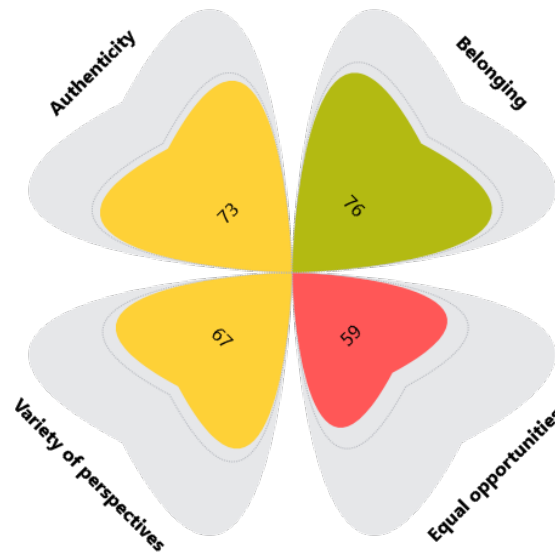
The following graphics show whether the results of the four Inclusion dimensions vary based on employee age.

Up to 30 years



N=66 | Benchmark: Switzerland

31 - 50 years



N=211 | Benchmark: Switzerland

From 50 years up



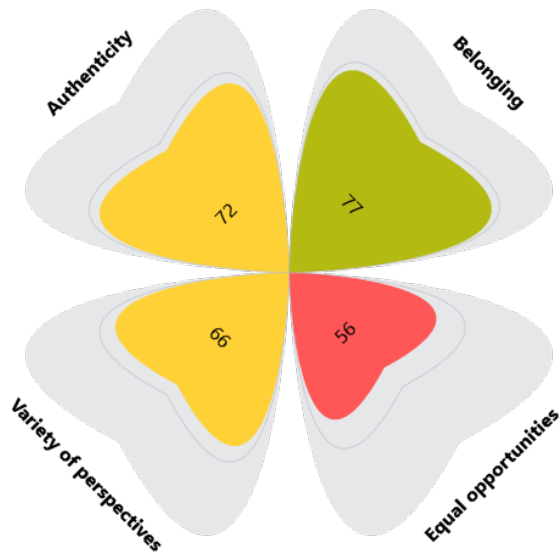
N=80 | Benchmark: Switzerland



Inclusion based on gender/gender identity

The following graphics show whether the results of the four Inclusion dimensions vary based on employee gender/gender identity. 'Other' is based on additional gender assignments other than male or female as well as people who do not associate themselves with any gender.

Female



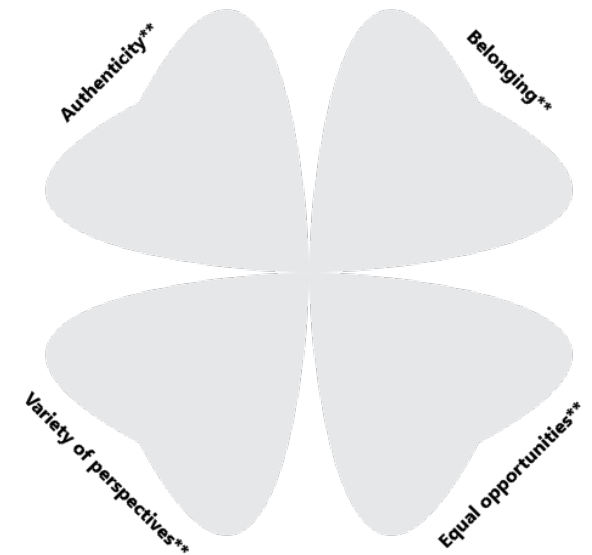
N=212 | Benchmark: Switzerland

Male



N=146 | Benchmark: Switzerland

Other



N=0 | Benchmark: Switzerland ** Evaluation not possible



Inclusion based on professional role

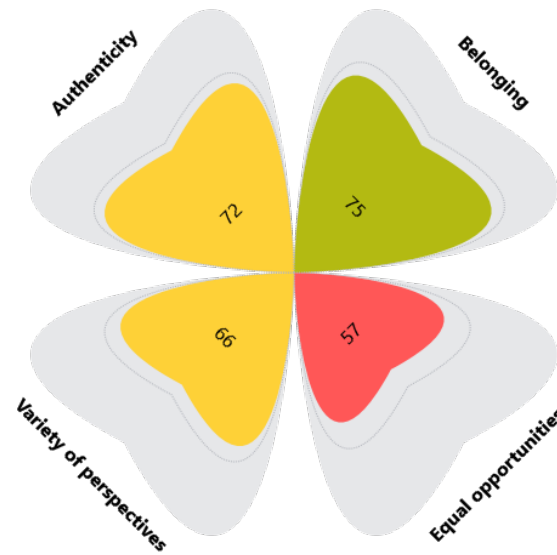
The following graphics show whether the results of the four Inclusion dimensions vary based on employee occupation.

With management



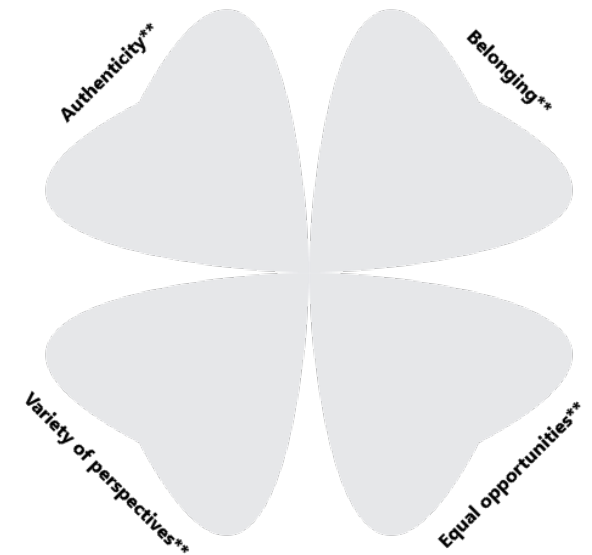
N=98 | Benchmark: Switzerland

Without management



N=252 | Benchmark: Switzerland

In training



N=8 | Benchmark: Switzerland ** Evaluation not possible



Inclusion based on physical/mental impairments

The following graphics show whether the results of the four Inclusion dimensions vary based on your employees' physical and mental requirements. Physical impairments: Difficulties seeing, hearing, moving around the site, with certain movements, chronic illnesses or sense of taste and/or smell. Mental impairments: Difficulties remembering things or concentrating, understanding or sharing and mental wellbeing. Multiple answers were possible.

Physical impairment



N=61 | Benchmark: Switzerland

Mental impairment



N=31 | Benchmark: Switzerland

No impairment



N=282 | Benchmark: Switzerland

Inclusion based on work struggles

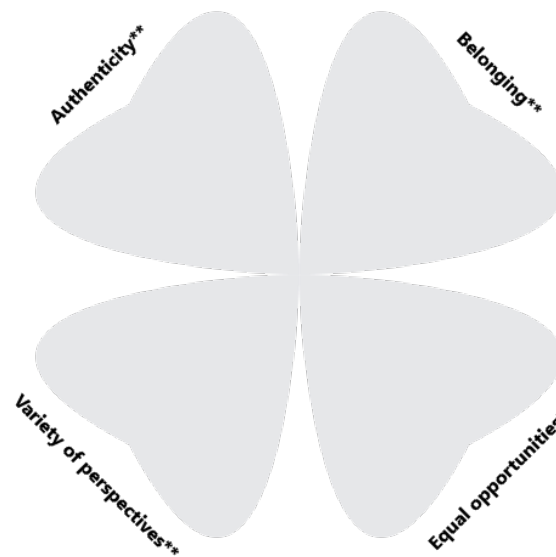
The following graphics show whether the results of the four Inclusion dimensions vary based on your employees' physical and mental impairments at work. Physical impairments: Difficulties seeing, hearing, moving around the site, with certain movements, chronic illnesses or sense of taste and/or smell. Mental impairments: Difficulties remembering things or concentrating, understanding or sharing and mental wellbeing. Multiple answers were possible.

Physical impairments at work



N=55 | Benchmark: Switzerland

Mental impairments at work



N=1 | Benchmark: Switzerland ** Evaluation not possible

No impairments at work



N=306 | Benchmark: Switzerland



Additional dimensions

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Accessibility



Unrestricted, barrier-free, equal access to a service, facility, work equipment or other necessary resources regardless of an individual's physical (a) and mental (b) precondition or impairments (c). This means ensuring feasible work assignments through optimal work conditions and requirements.

These include

- adapted work equipment and processes (e.g. accessible, technically functioning work software, work tools and vehicles provided and maintained)
- an accessible work environment (e.g. accessible offices, adapted workload, inclusive work environment)
- individual support (e.g. coaching, team development, further training).

(a) Physical capabilities, i.e. factors that describe physical health or condition.

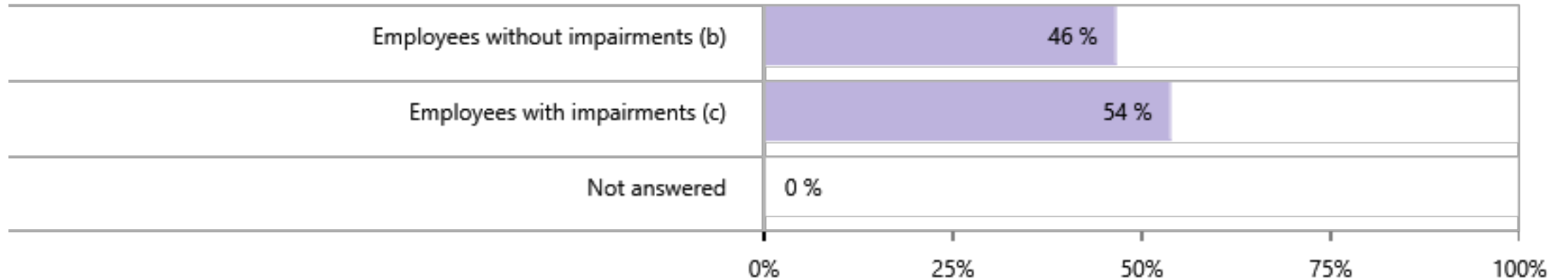
(b) Cognitive, mental and intellectual abilities, i.e. factors that describe a person's mental health or wellbeing.

(c) Functional impairment of physical and/or cognitive or mental abilities.

Accessibility Obstacles

The graphic shows whether your employees are able to fulfil their work tasks without obstacles (a).

I can fulfill my work assignment without obstacles (for example, by having sufficient support or free access to places).



N=361

(a) Barrier-free access to all areas and activities

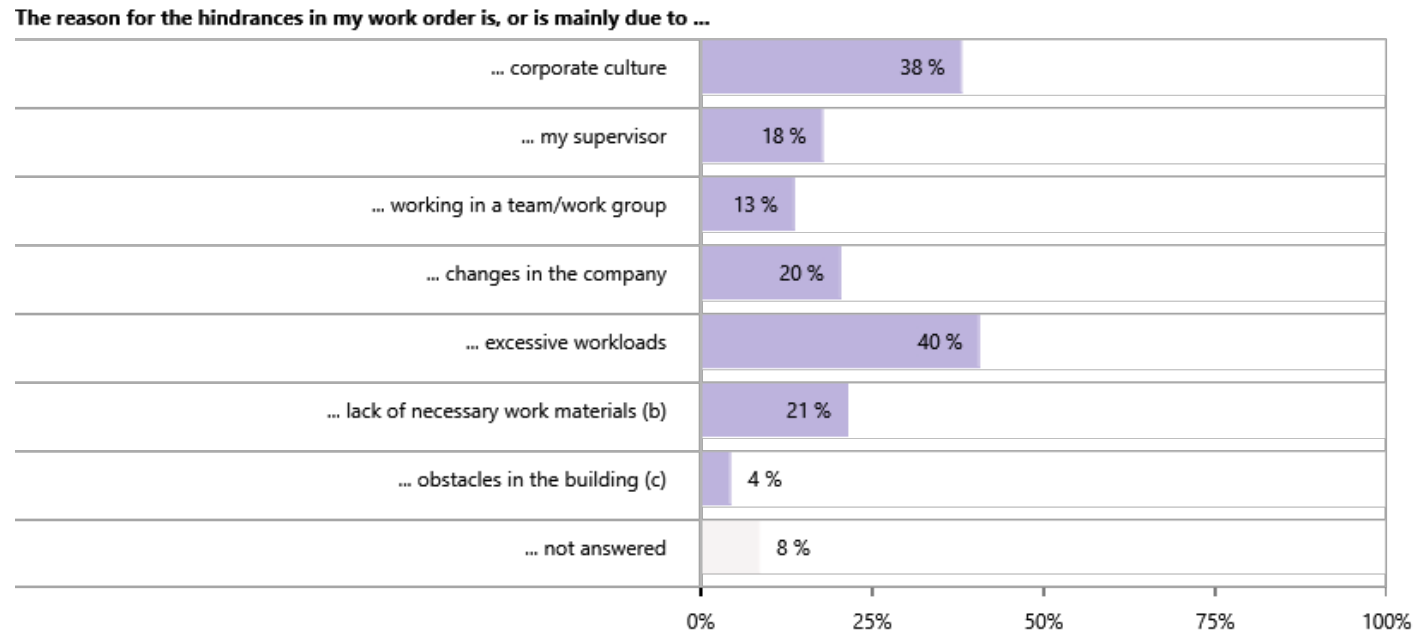
(b) Answer option «strongly agree»

(c) Answer options strongly disagree; mostly disagree; mostly agree; strongly agree

Accessibility

Obstacles for employees without impairments

The following graphic shows the obstacles faced by employees without impairments when performing their work tasks (a). Due to multiple possible selections, the total value of 100 % may have been exceeded.



N=193

(a) To summarise, all answers from «strongly disagree» to «strongly agree» are to the question «I am able to fulfil my work tasks without obstacles»

(b) such as tools, equipment, computer/IT, vehicles

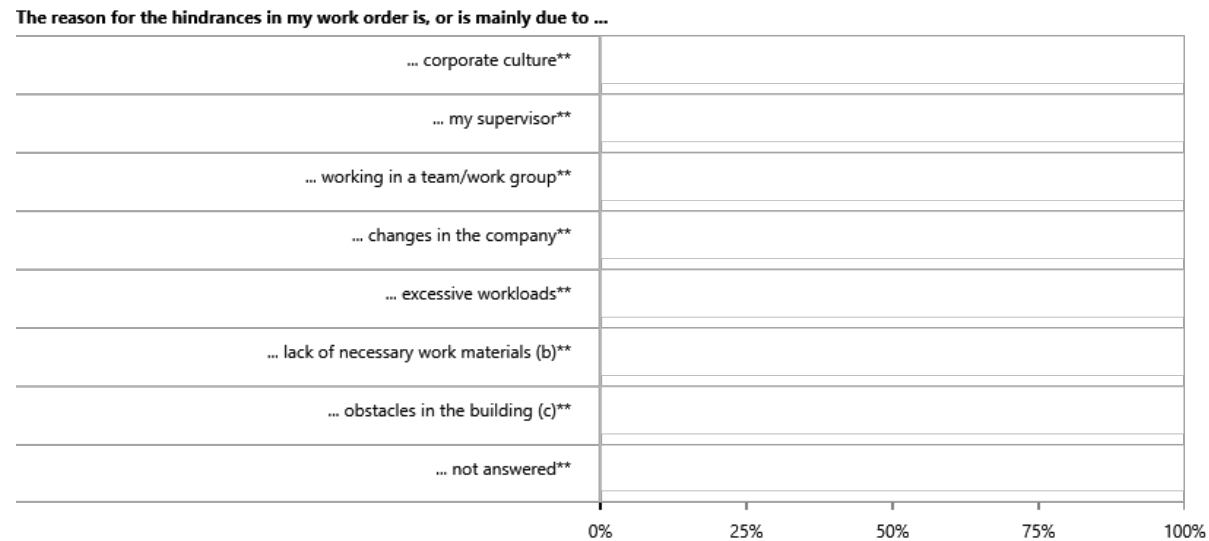
(c) for example washrooms, stairs



Accessibility

Obstacles for employees with physical impairments

The following graphic shows the obstacles faced by employees with physical impairments when performing their work tasks. Due to multiple possible selections, the total value of 100 % may have been exceeded.



N=0 ** keine Auswertung möglich

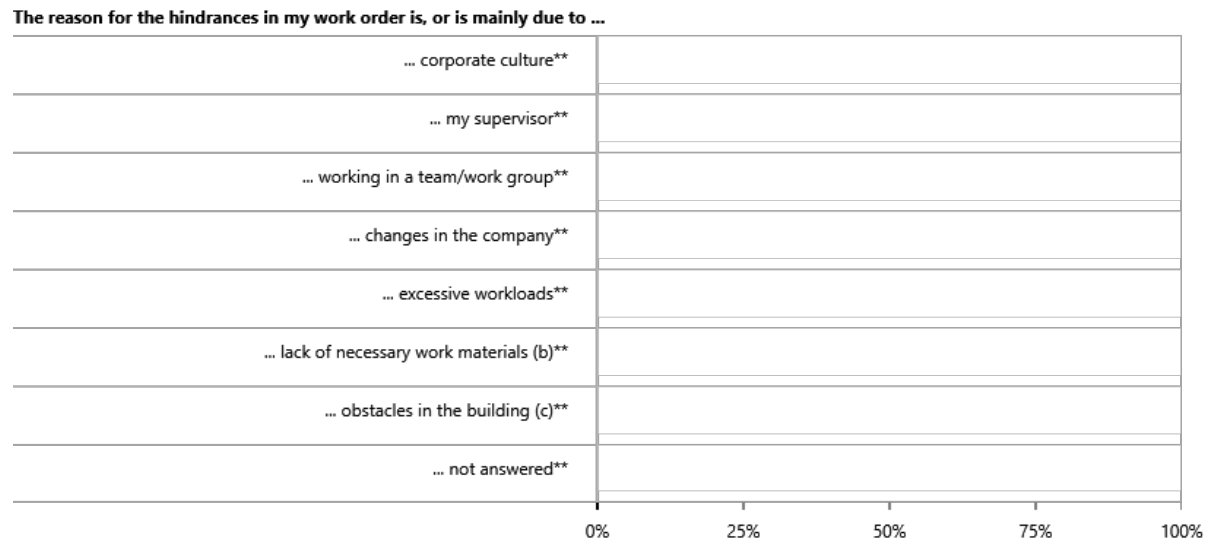
- % struggle at work due to mental impairments.
- (a) such as tools, equipment, computer/IT, vehicles
- (b) for example washrooms, stairs



Accessibility

Obstacles for employees with mental impairments

The following graphic shows the obstacles faced by employees with mental impairments when performing their work tasks. Due to multiple possible selections, the total value of 100 % may have been exceeded.



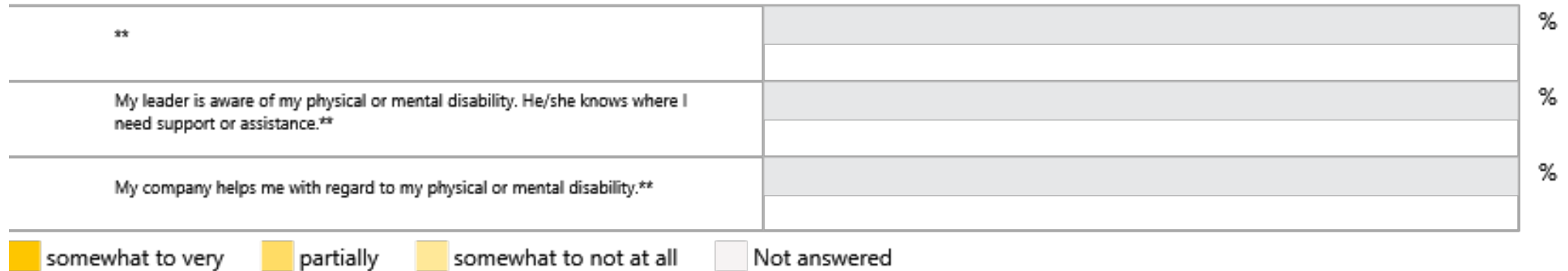
N=0 ** keine Auswertung möglich

- % struggle at work due to mental impairments.
- (a) such as tools, equipment, computer/IT, vehicles
- (b) for example washrooms, stairs



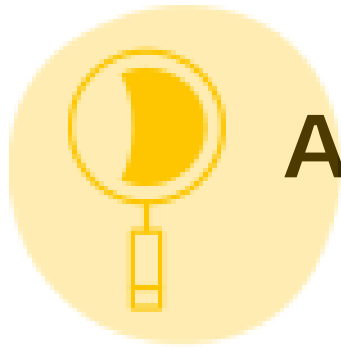
Accessibility Support

The graphic shows whether employees with physical or mental impairments receive the necessary support in the workplace.



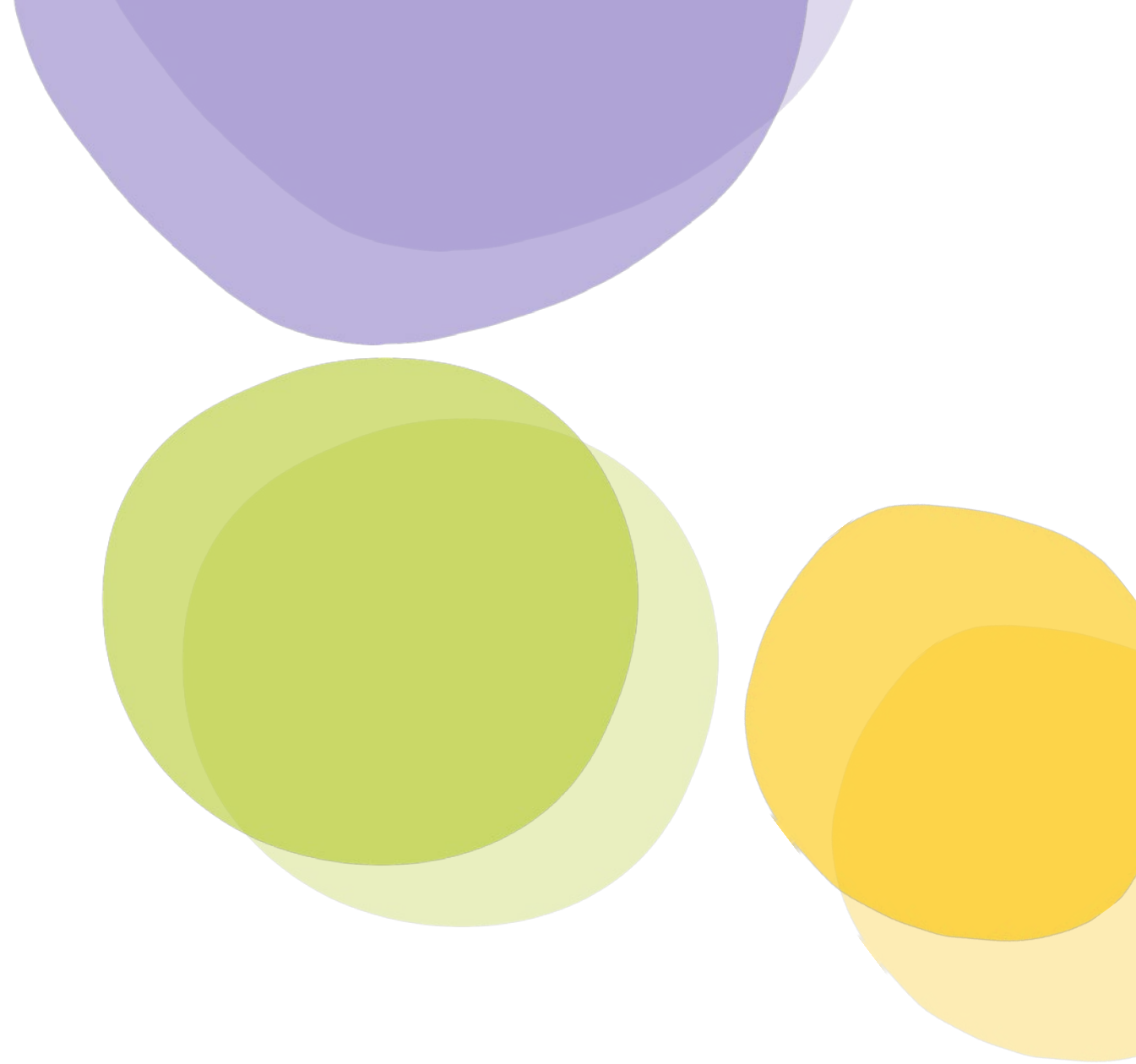
N=0 ** keine Auswertung möglich

- is mostly used for support and - is the second most used
- is mostly desired for support and - is the second most desired.



Attachment

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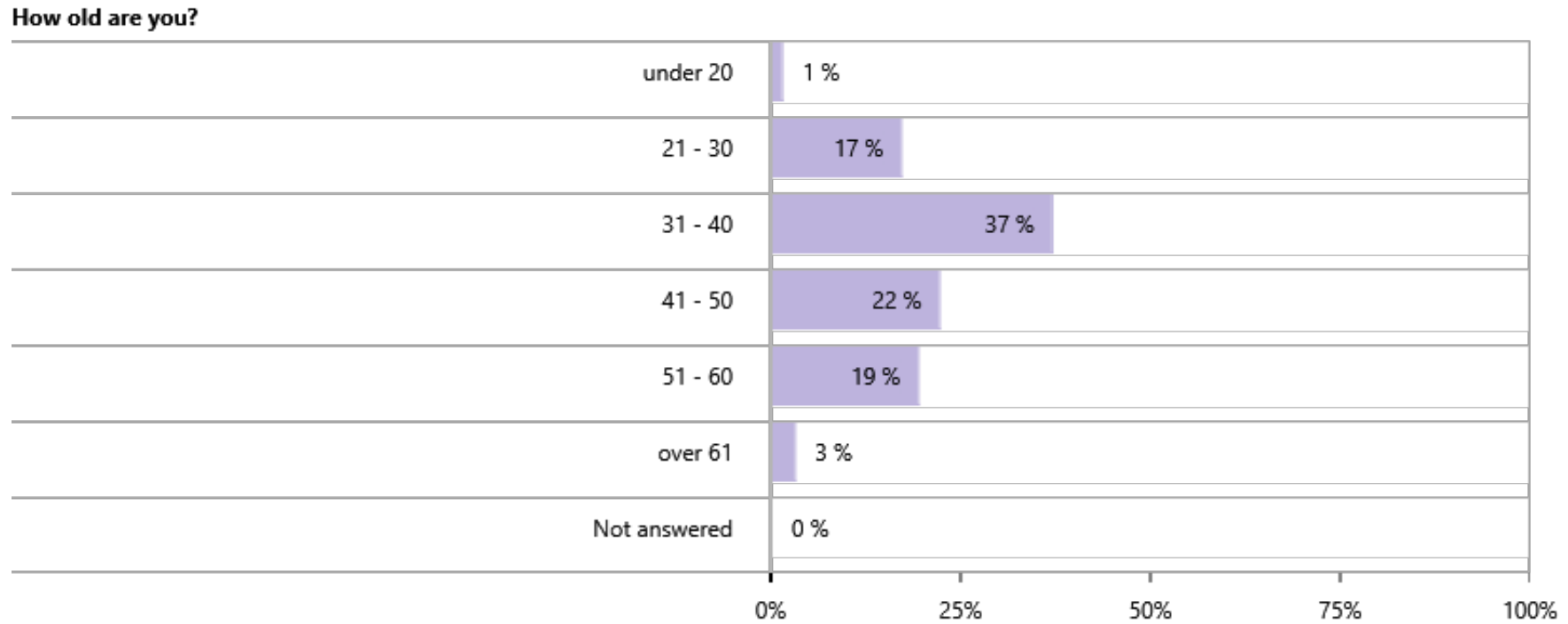


Detailed results Diversity

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Age

The chart shows the biographical age distribution of your employees by age group.



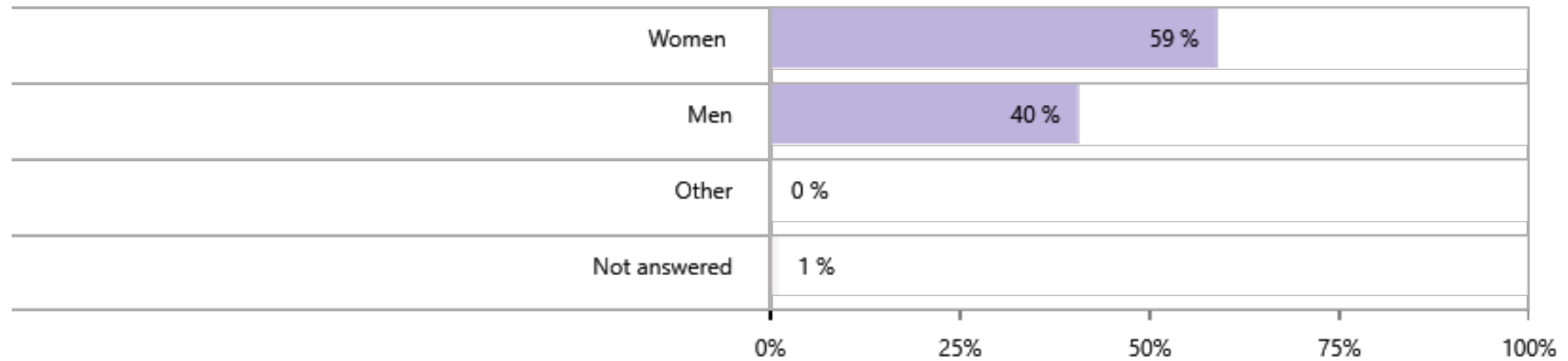
N=361



Gender / Gender identity

The chart shows the distribution of the specified gender or the subjectively perceived gender identity of your employees.

What is your gender?



N=361



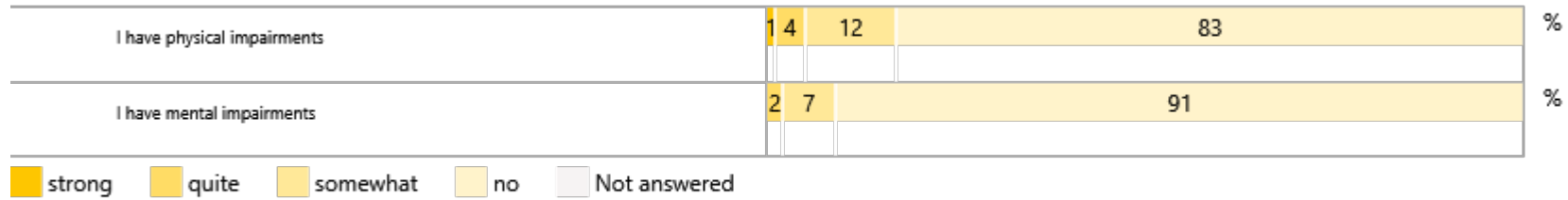
Notes

«Others» refer to a third gender variant and people who do not identify with any gender.



Physical or mental requirements

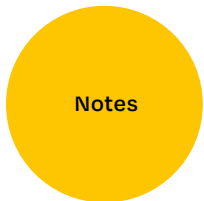
The chart shows whether your employees have physical or mental impairments.



N=361

0 % of people with impairments have both physical and mental impairments.

0 % of your employees have multiple physical limitations and 0 % have multiple mental limitations.



Notes

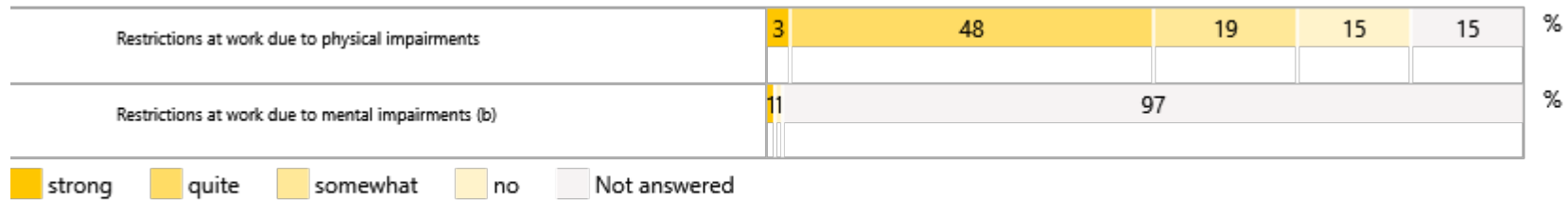
The most common physical impairments: Difficulty due to a chronic illness (such as a heart condition, respiratory illness, diabetes), second most common: difficulty seeing (even with visual aids).

Most common mental impairments: Difficulty because of my mental condition, second most common: Difficulty remembering things or concentrating. Or communicating a concern to others.



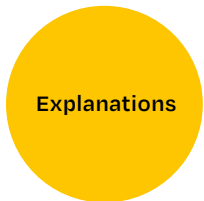
Limitations at work due to impairments

The chart shows whether employees with physical or mental impairments have limitations at work and, if so, to what extent. The fewer employees with impairments have difficulties in their everyday work, the more obstacle-free your company is. A summary of the detailed results can be found on the following two pages.



N=79

15 % employees with limitations feel restricted in their work by both physical and mental impairments



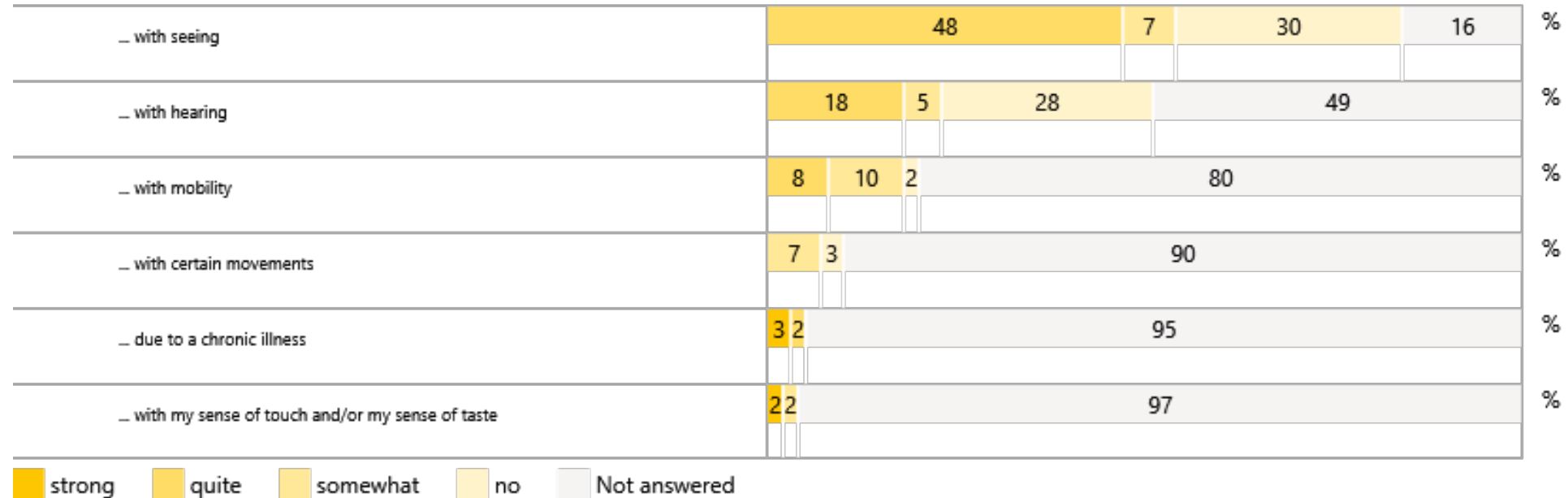
Explanations

Mental impairment refers to both psychological and intellectual impairments.

Restrictions at work due to physical impairments

The chart shows whether employees with physical disabilities have limitations at work and, if so, in which areas.

While working I have difficulties ...



N=61



Restrictions at work due to mental impairments

The chart shows whether employees with mental impairments have limitations at work and, if so, in which areas.

While working I have difficulties ...

... to remember or concentrate	3	3	94	%
... to understand what others want from me. Or to communicate my concerns to others	3		97	%
... because of my mental state	3		97	%

strong
 quite
 somewhat
 no
 Not answered

N=31

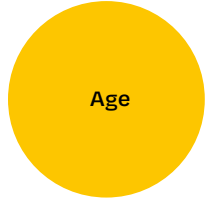


Explanation of the terms of Diversity

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Definition of the dimensions of diversity



Biographical age: Chronological indication of age over time.
Biological age: A measure of age in relation to congenital conditions, the individual's physical and mental state of development and health.



Gender: Biological («sex») and social sex and the associated social and cultural norms («gender»).

Gender identity: Experienced affiliation to one (or no) gender (woman, man, non-binary).
A person's gender identity does not have to correspond to their biological and social sex.



Definition der Dimensionen Diversity

Physical and mental requirements

Physical requirements: Physical abilities, i.e. conditions that describe physical health or constitution.

Mental prerequisites: Cognitive, psychological and intellectual abilities , i.e. conditions that describe a person's mental health or condition.

Physical or mental impairments: (a)

Functional impairment of physical and/or cognitive, psychological, intellectual abilities. Existing barriers - e.g. due to obstacles in the environment or when interacting with other people - can lead to more difficult conditions or restrictions in everyday life or at work.

(a) Describes people with disabilities.

As the term «disability» has a negative connotation in society, the comprehensive term «people with physical or mental difficulties» is used below.

INCLUSION-CHECK

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