INCLUSION-CHECK

Evaluation

Inclusive Future AG

Survey period	08.05.2025 to 12.05.2025
Responsible organization	Inclusion-Check
Evaluation date	16.02.2026

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Diversity | Detailed results

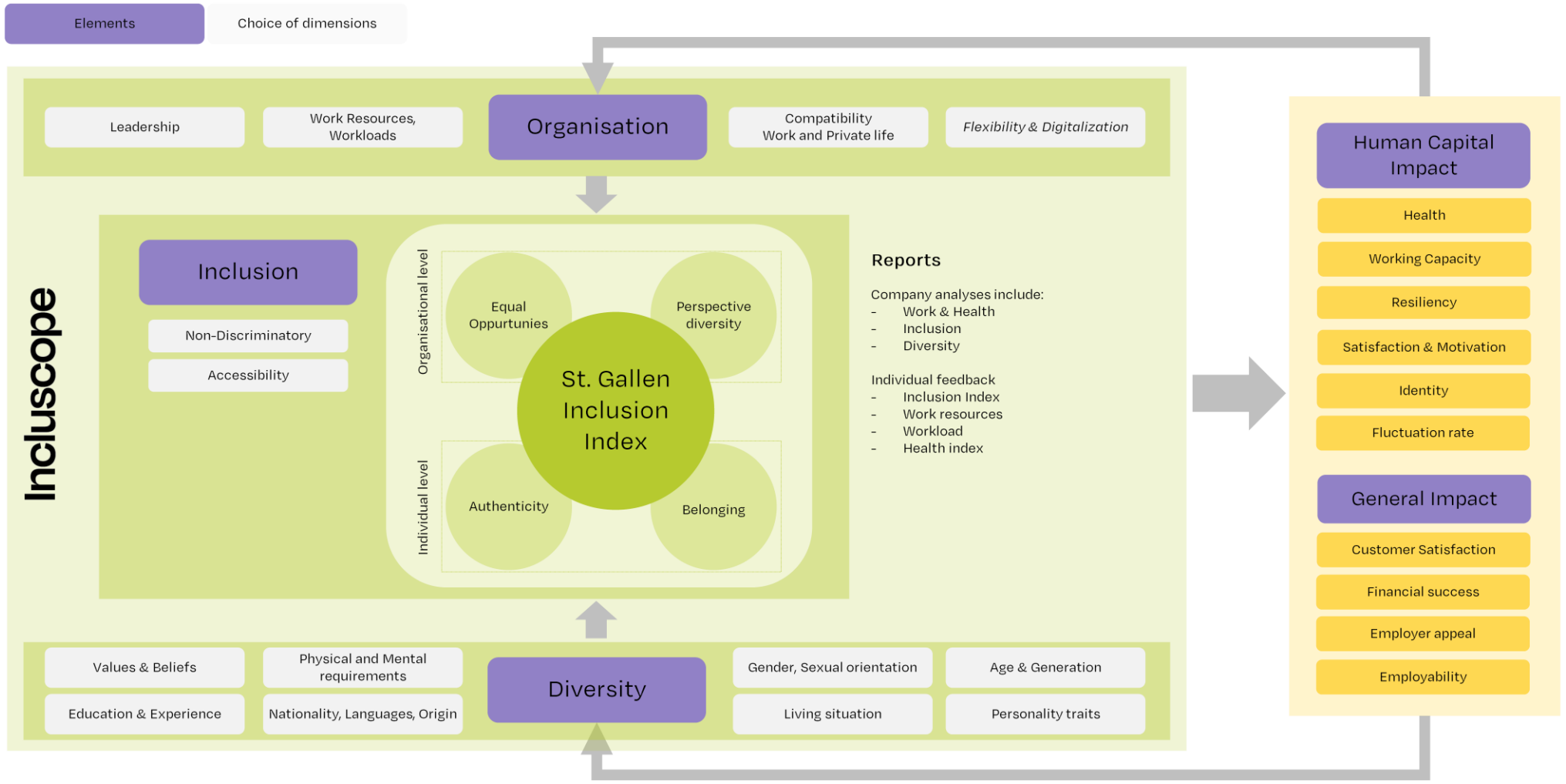
Diversity | Explanation of terms



Introduction

Inclusive Future AG

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.

Organisation

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

«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.

Human Capital Impact

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 means

- 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.

Continue as before / stay tuned

Take a closer look / be mindful

Urgent need for action / take action

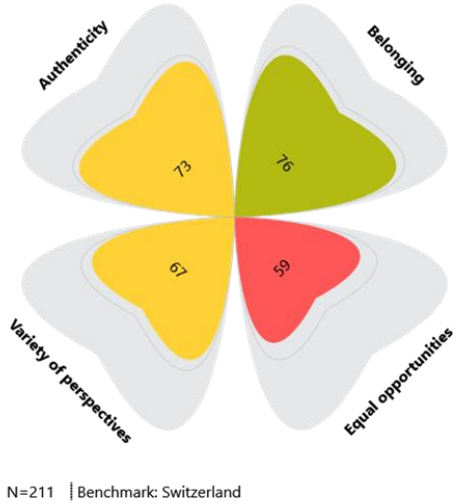
«Flower»

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).



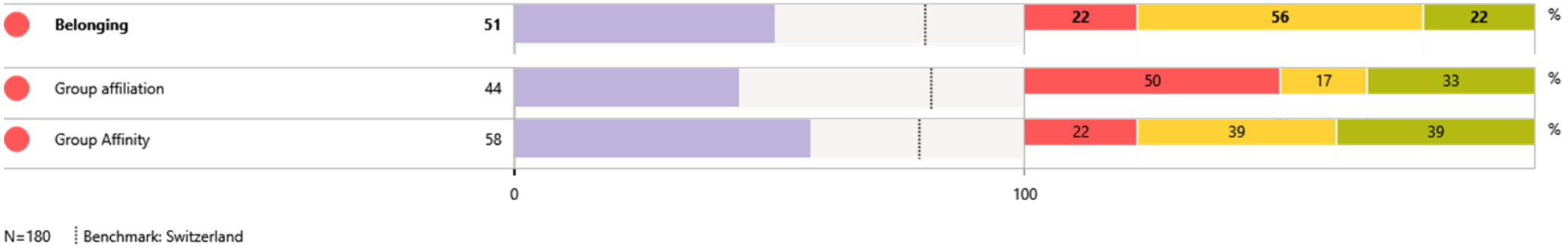
Flower example

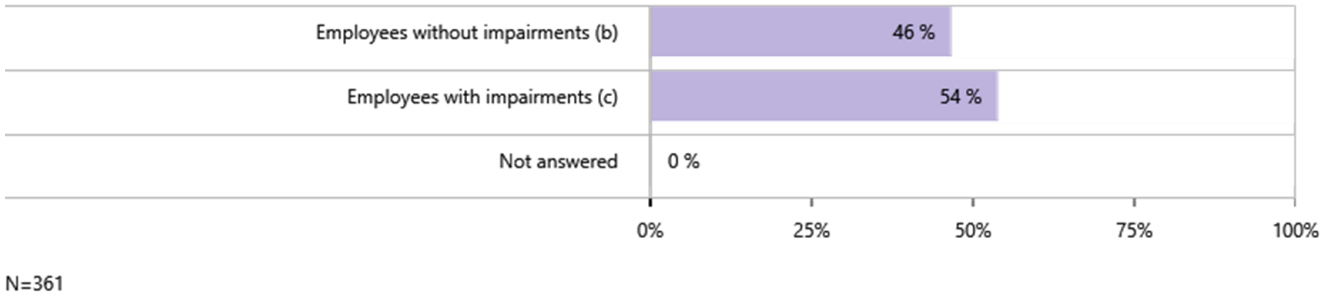
Information on the graphics 2/2

Bar chart

A bar chart shows the results for each individual dimension at topic level. The traffic light (where available) on the left indicates whether action is required for a topic. The results for all feedback submitted are displayed as a numerical value and as a bar (on a scale of 0-100). The dimension value (at the top) is calculated from the topics below, and the dotted line on the bars shows the benchmarks as comparison values. The distribution of all individual feedback (with total number N) can be found on the right. The "missing information" is displayed in white.

Additional bar charts (graph below) provide a more detailed insight into the response behavior of an evaluation group (with number N), e.g., in the case of multiple selections.





Examples of bar charts



Results

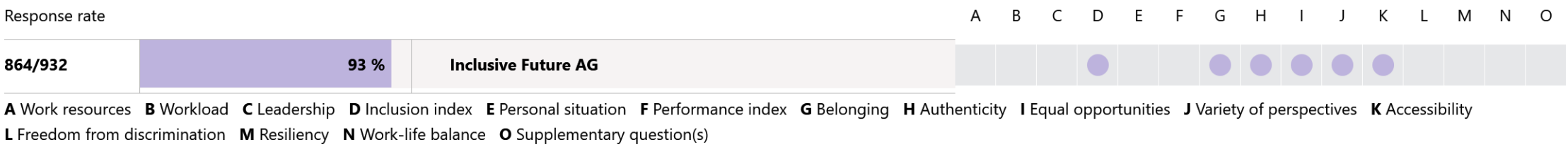
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Overall results

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Response rate and selected languages

A total of 92.7 % of the employees of the Inclusive Future AG 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.

83 The people in my team or working group allow me to be authentic. For example: I don't have to pretend.

70 The people in my team or working group encourage me to express my personality freely.

90 In my team or working group employees think: better decisions are made when all ideas are taken into consideration.

72 In my team or working group employees are encouraged to merge different ideas.



N=864

82 The people in my team or working group look after me.

72 The people in my team or working group give me the feeling that I fit in.

72 In my team or working group, all employees receive a fair appraisal of their performance.

55 In my team or working group, all employees receive a fair wage.

Belonging

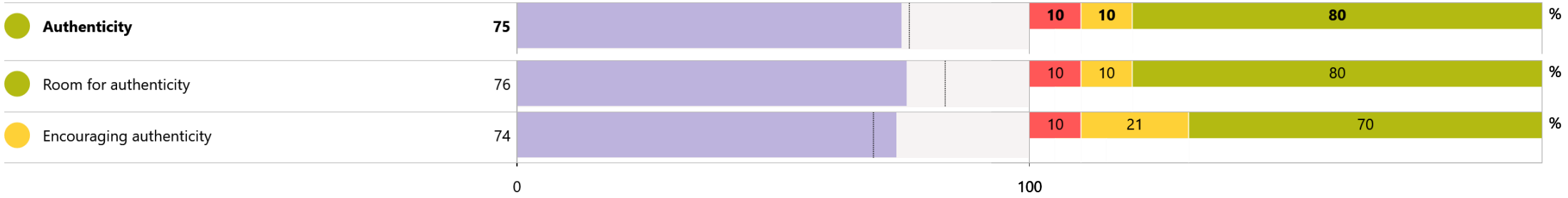
The following graphic shows the subjective feeling of whether employees belong to their team/work group. The higher the feeling of belonging and the more employees feel an affinity to their team/work group, the higher the belonging value.



N=864

Authenticity

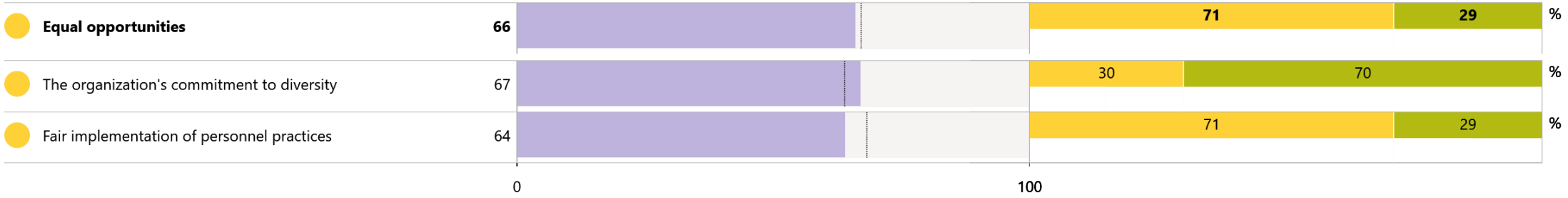
The following graphic shows the subjective feeling of whether employees can be their authentic self in their team/work group. The more your employees feel empowered to be their authentic self in a team/work group, the higher the authenticity value.



N=864

Equal opportunities

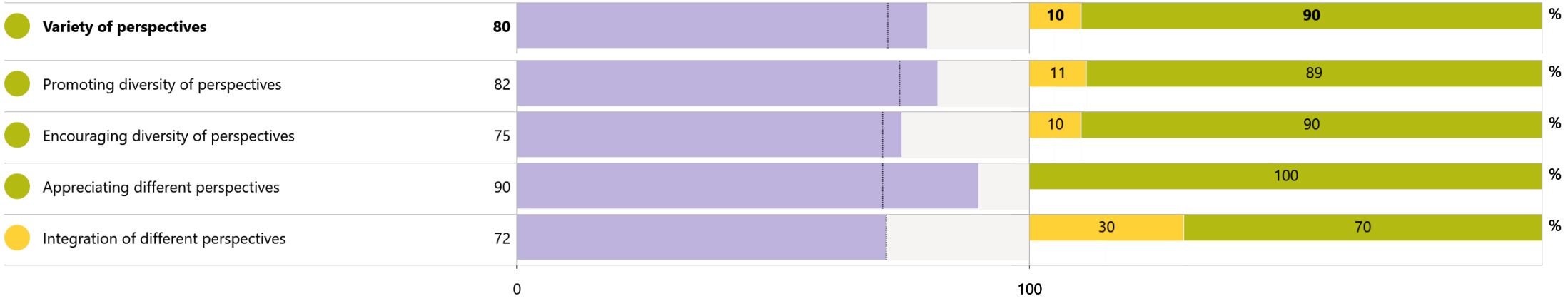
The following graphic shows the subjective feeling of whether employees have equal opportunities at their company. The higher the employees rate the organisation's commitment to diversity and the fairer HR policy is implemented, the higher the equal opportunity value.



N=864

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=864

Inclusion
Results by diversity

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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=272

31–50 years



N=362

Over 50 years



N=230

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=322

Male



N=412

Other



N=130

Inclusion based on professional role

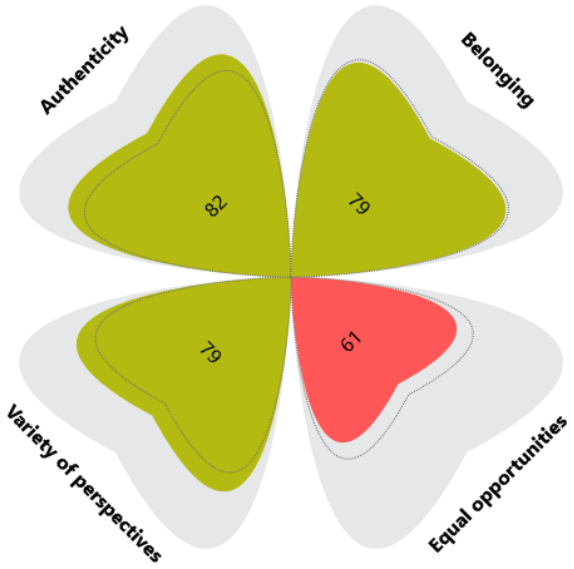
The following graphics show whether the results of the four Inclusion dimensions vary based on employee occupation.

With management



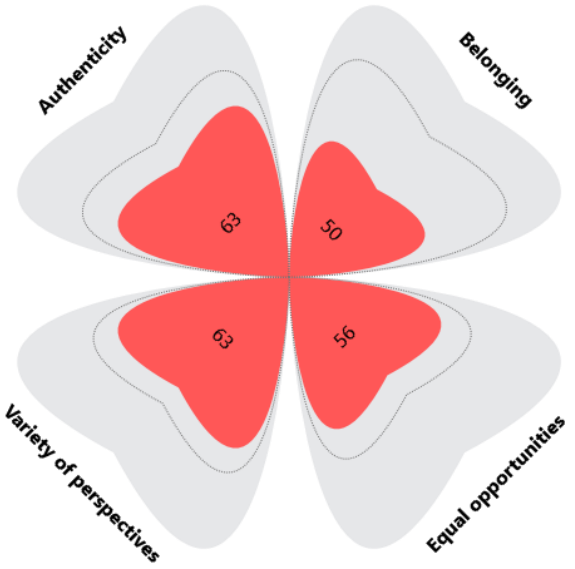
N=312

Without management



N=460

In training



N=92

Inclusion based on employment level

The following graphics show whether the results of the four Inclusion dimensions vary based on employee workload. Workloads over 90% indicate a full workload.

90–100 % (full time)



N=650

50–89 %



N=214

less than 50 %



N=0 ** Insufficient data

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=318

Mental impairment



N=184

No impairment

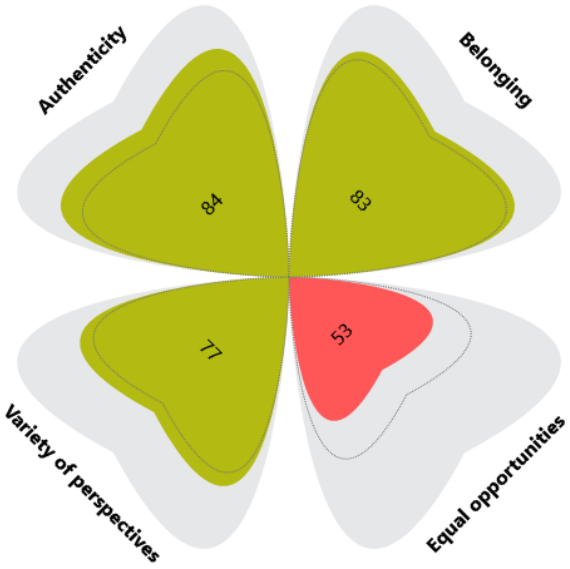


N=412

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=278

Mental impairments at work



N=184

No impairments at work



N=452

Inclusion | Additional results

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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:

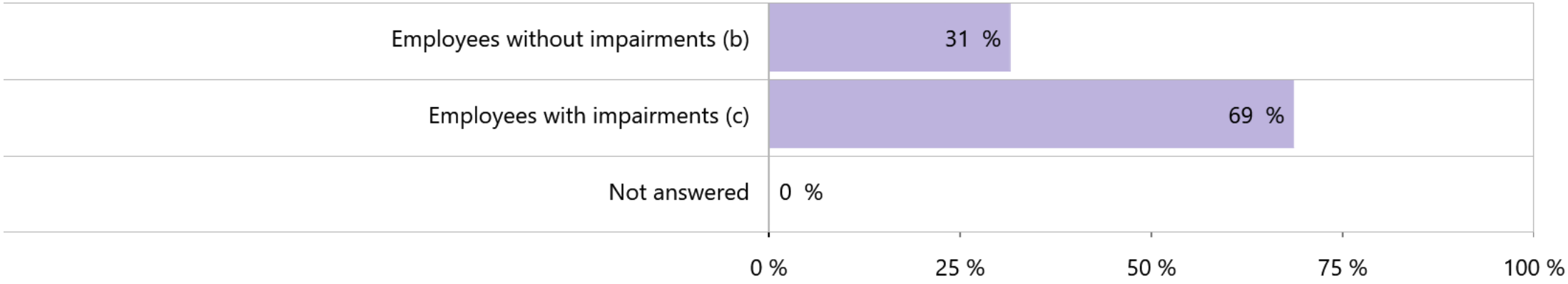
- adapted work equipment and processes (e.g. accessible, technically functioning work software, work tools and vehicles provided and maintained)
- an accessible work environment (e.g. accessible offices, adapted workload, inclusive work environment)
- individual support (e.g. coaching, team development,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

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).

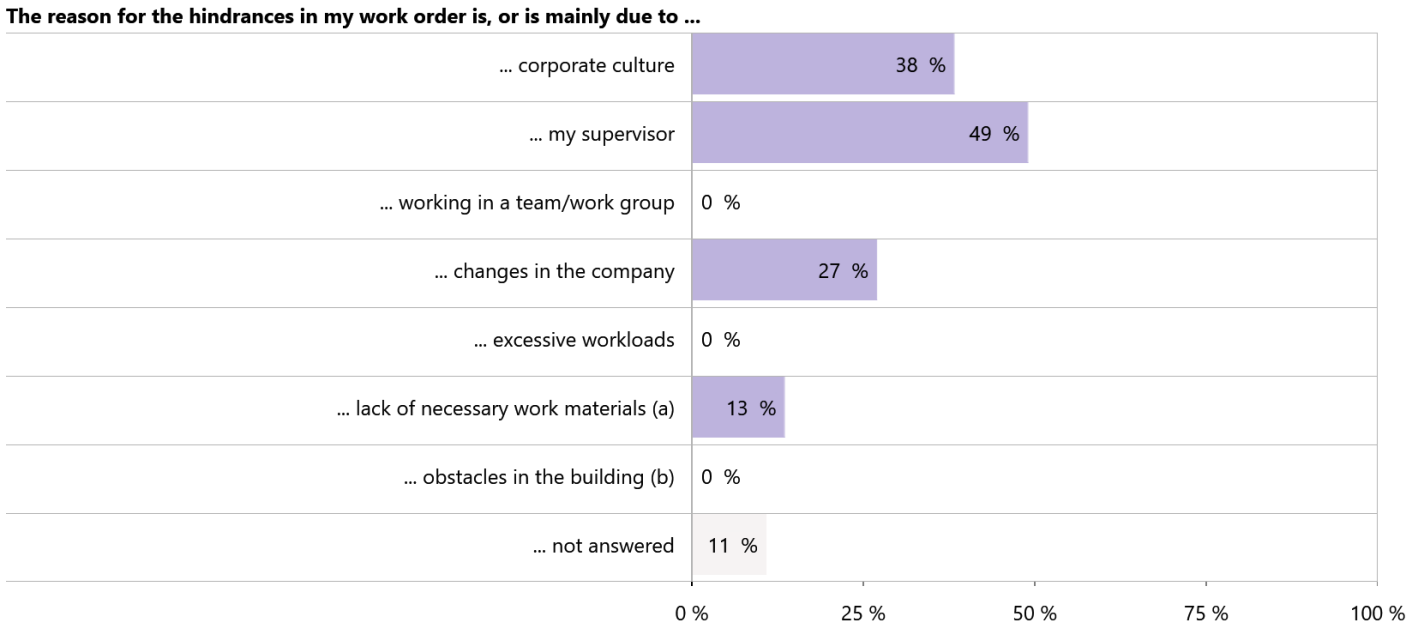


N=864

(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.

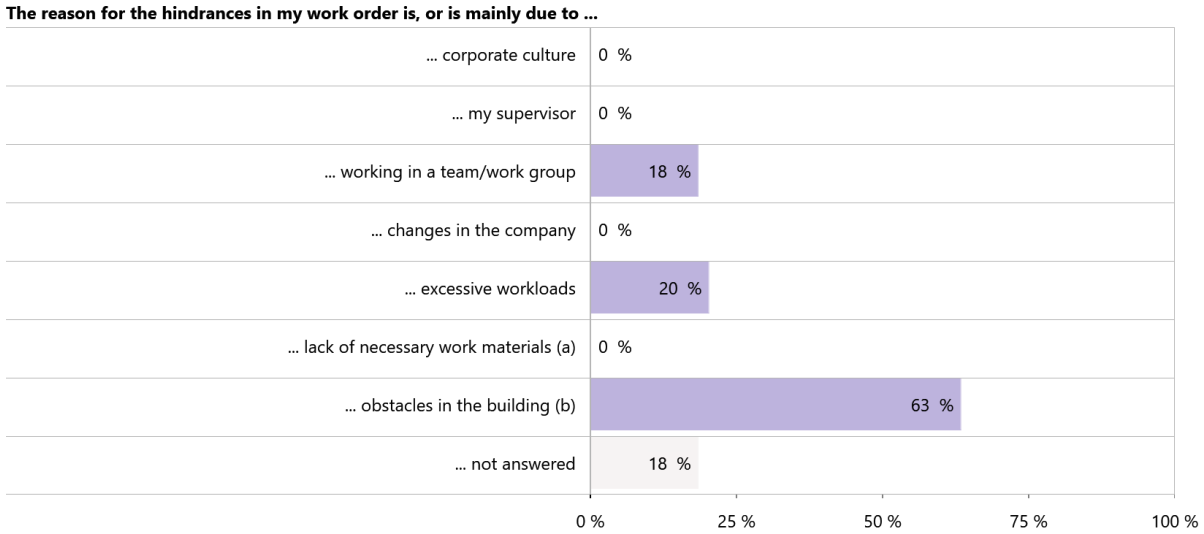


N=372

(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.

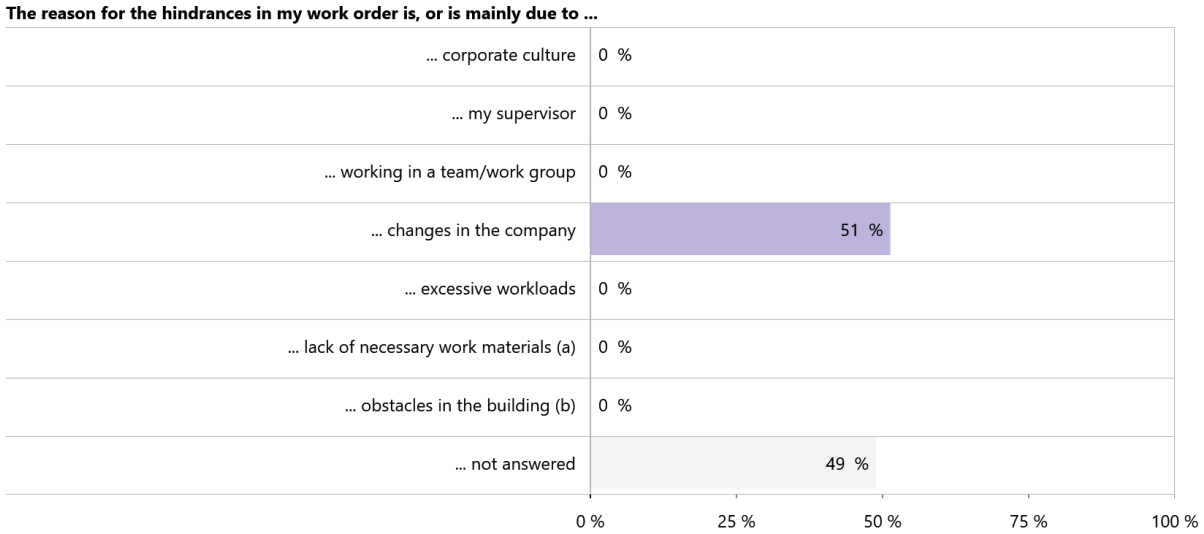


N=218

21 % 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.

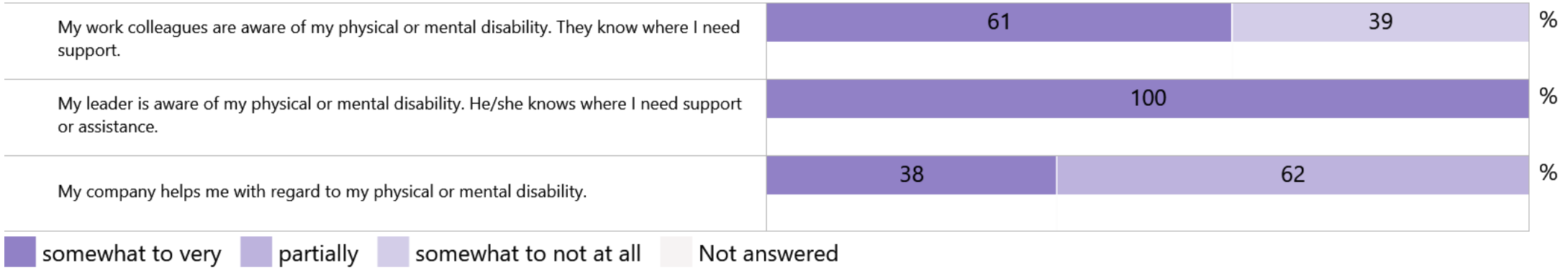


N=82

5 % struggle at work due to mental impairments.
(a) such as tools, equipment, computer/IT, vehicles
(b) for example washrooms, stairs

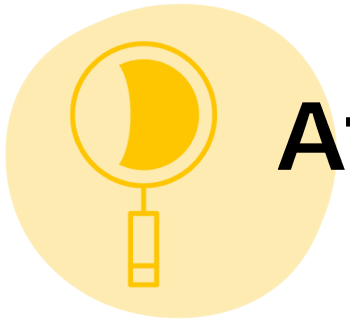
Accessibility Support

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



N=220

adapted workplace (for example special furniture, special work equipment, computer assistance) is mostly used for support and arrangements adapted to my disability (for example fewer long working days, longer breaks, other performance objectives, other tasks) is the second most used
Coaching (Consultancy and support in the workplace) is mostly desired for support and arrangements adapted to my disability (for example fewer long working days, longer breaks, other performance objectives, other tasks) is the second most desired.



Attachment

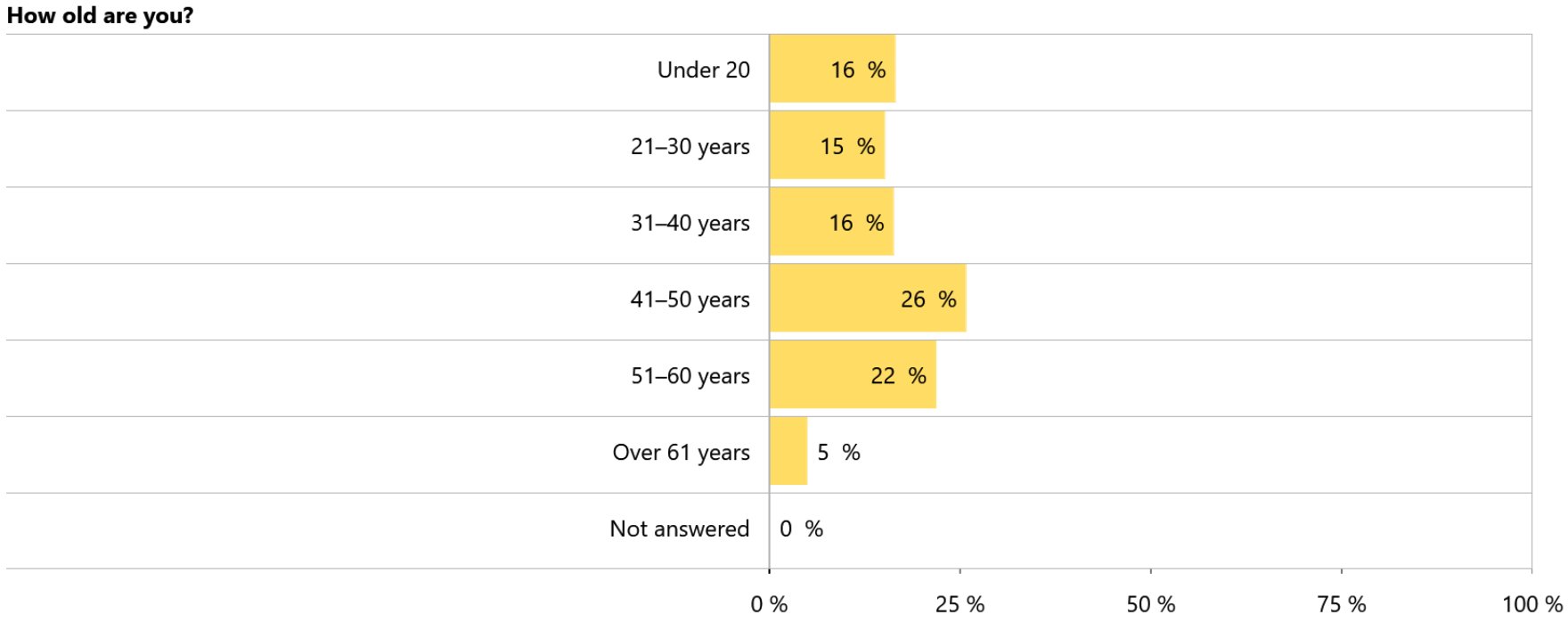
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Detailed results Diversity

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Age

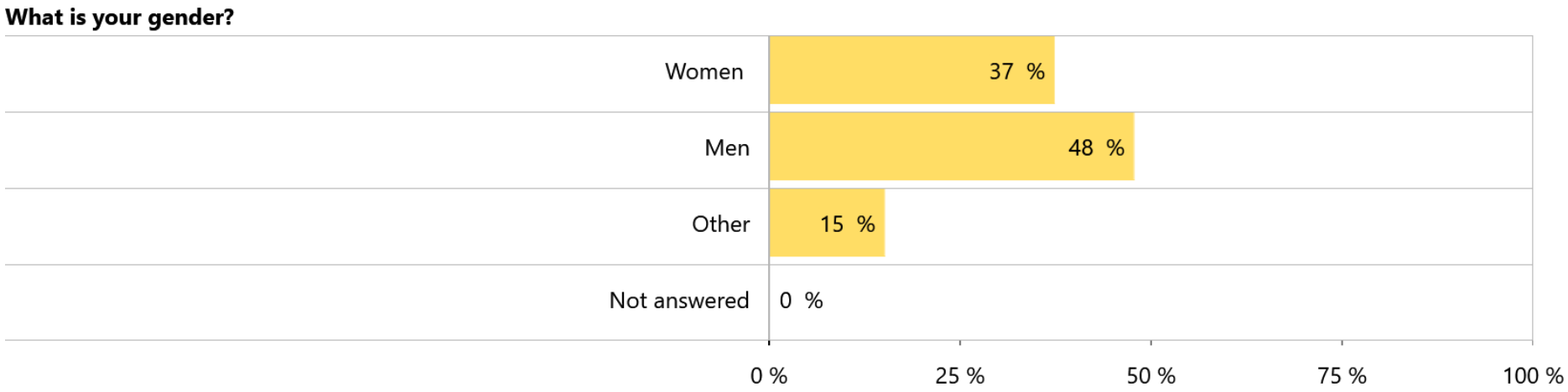
The chart shows the biographical age distribution of your employees by age group.



N=864

Gender / Gender identity

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



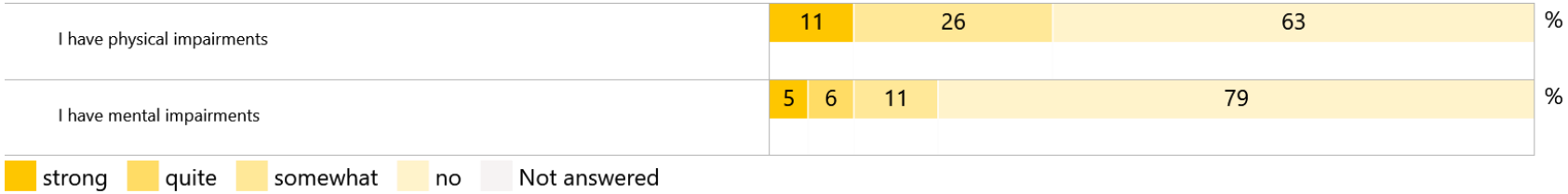
N=864

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=864

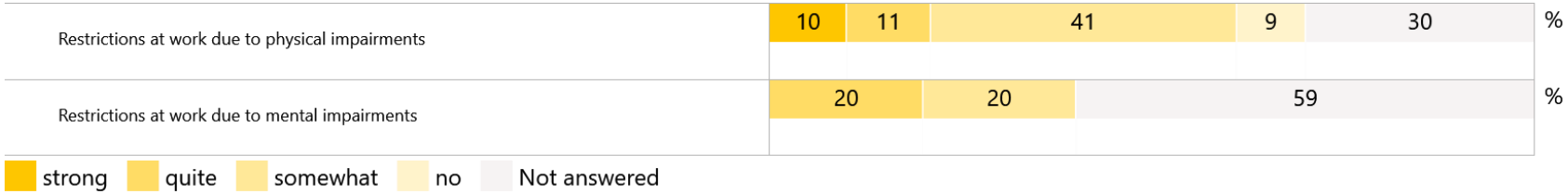
11 % of people with impairments have both physical and mental impairments.
22 % of your employees have multiple physical limitations and 5 % have multiple mental limitations.

Notes

The most common physical impairments: Difficulty seeing (even with visual aids), second most common: difficulty with certain movements.
Most common mental impairments: Difficulty understanding what others want from me. Or expressing my concerns to other people., second most common: Difficulty because of my mental condition. 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=452

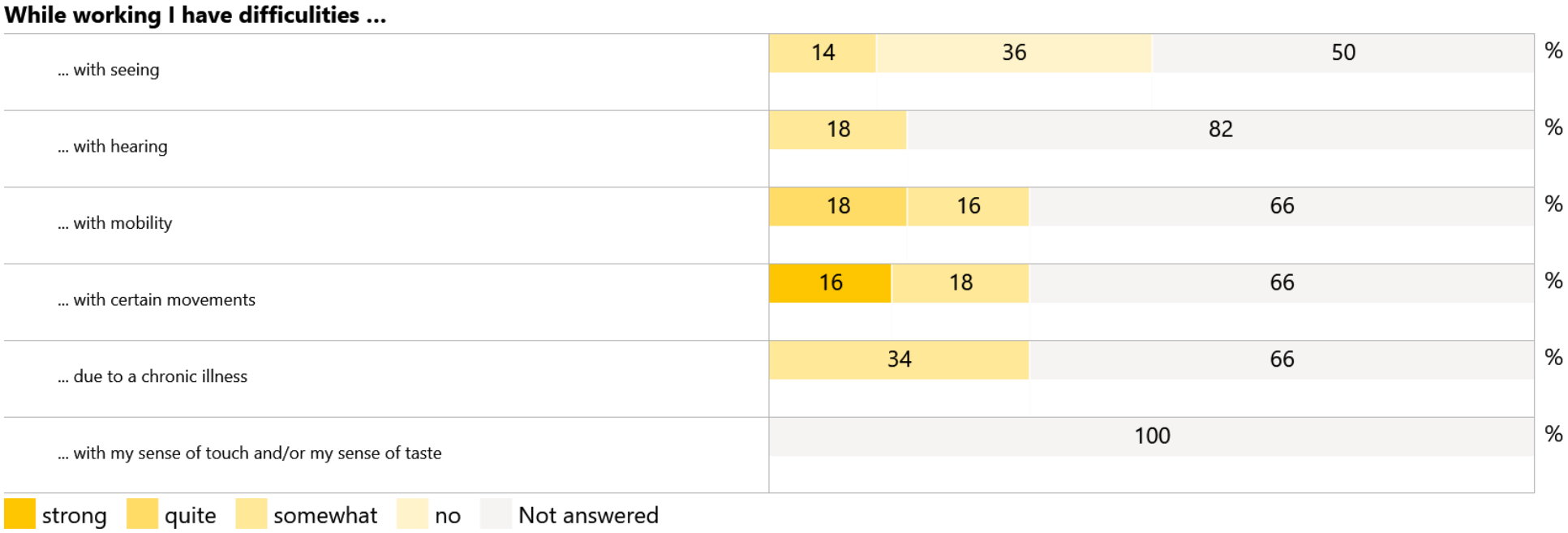
11 % employees with limitations feel restricted in their work by both physical and mental impairments

Explanations

Mental impairment refers to both psychological and intellectual impairments.

Restrictions at work due to physical impairments

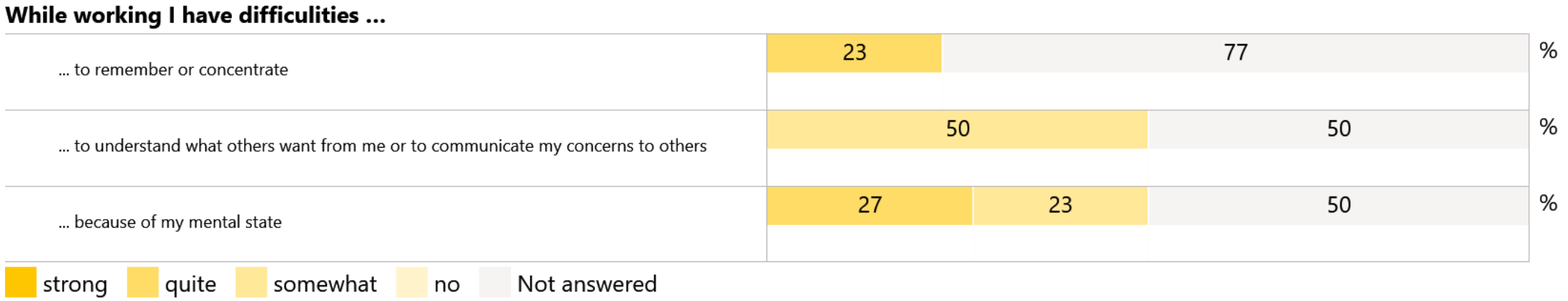
The chart shows whether employees with physical disabilities have limitations at work and, if so, in which areas.



N=278

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.



N=184

Explanation of the terms of diversity

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Definition of Diversity dimensions

Age

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 and Gender identity

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 of Diversity dimensions

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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