

SES Case Studies

Consumer goods retailer

As part of the organisation's transformation agenda, D&I was identified as a global enabler for achieving the organisational growth ambitions and new product development.

Role of EY

- ▶ The SES framework was used for in-depth review and leading practice gap analysis – across over 19 key global markets
- ▶ EY developed action plans at global and local level to ensure global alignment and local ownership of D&I priorities.
- ▶ Developed initiatives, gained people's buy-in for them, with clear roadmap (ambitions and how to achieve them): inclusive leadership, global policy reviews, targeted career progression of underrepresented groups

Value delivered: Created clear strategic roadmaps of improvement within the organisation's end-markets across a variety of D&I priorities and goals.

Events management organisation

The organisation wanted to understand the maturity of its key D&I policies and practises in relation to other external leading organisations and identify priority areas for improvement.

Role of EY

- ▶ The SES framework and technology were used to provide a D&I assessment over the entirety of the business operations in a streamlined and efficient manner.
- ▶ Furthermore we supported with an end-to-end review and analysis of the current diversity data collection and analysis globally.
- ▶ We conducted a review of each of the global regions to understand the local legislation and cultural considerations to inform the approach to data collection.

Value delivered: Increased focus on D&I as a business imperative, robust approach and long term strategy on diversity data collection and value that could be derived from this.