

# ENGAGEMENT SURVEY

**Nom de l'entreprise :** IQ-EQ

**Secteur d'activité :** Activités financières et d'assurance

**Catégorie de l'entreprise :** Grande Entreprise

## Description de l'action

Since 2022, IQ-EQ is running a global Engagement Survey for our employees to share their views and for management to act upon the points raised.

In 2024 we added seven DE&I statements to the global Engagement Survey to understand how our employees perceive our company climate as Diverse, Inclusive and Fair.

## Contexte

At IQ-EQ, we have a rich blend of backgrounds, experiences, ages and cultures across our business. Together we speak 41 languages and represent 97 nationalities. We're committed to embracing, harnessing and celebrating our diversity. 'Being You', one of the key pillars of our Employee Value Proposition, seeks to create a culture of acceptance and belonging.

In our yearly Engagement Survey, we embedded seven DE&I statements to gather information on how employees perceive our current DE&I climate to allow us to gain insights for further action planning.

## Objectifs

The survey was launched to establish the baseline and to help prioritize further actions.

## Approche

An all employee survey was launched in May 2024, including seven DE&I Statements.

The results of the seven DE&I Statements have been shared with the DE&I committee, as well as global and local leadership teams and both global as local action plans have been build.

## Impact

The survey results were presented to global and local management teams, resulting in global and local actions to further improve our DE&I climate

## « A faire »

Gather information on sensitive DE&I data on a global scale, with local indicators, but always ensure anonymity so employees don't shy away from giving real feedback.

## « Ne pas faire »

One globalized approach.

Each country and jurisdiction has its specific cultural setting and the one-fits-all action planning is not the correct approach.