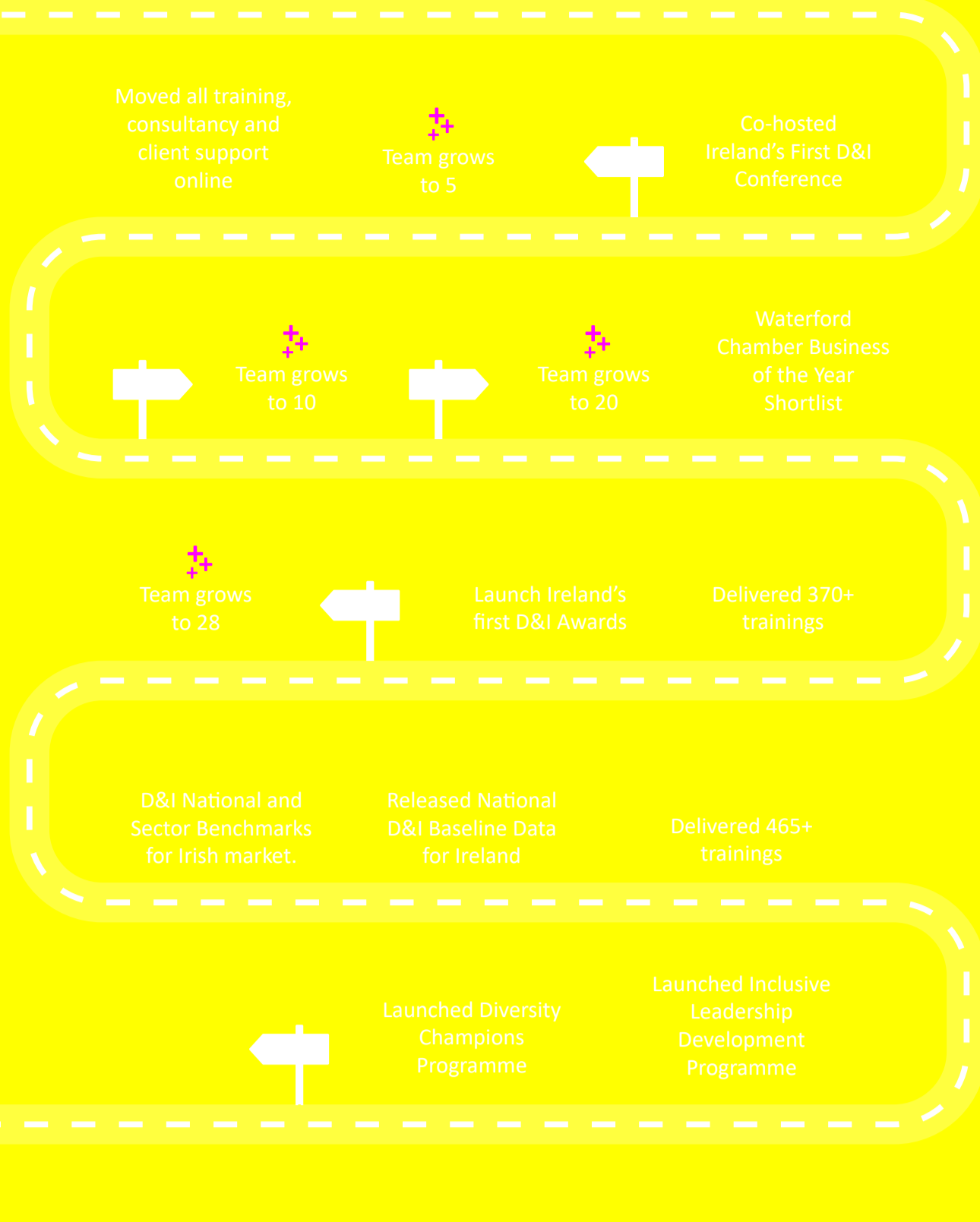
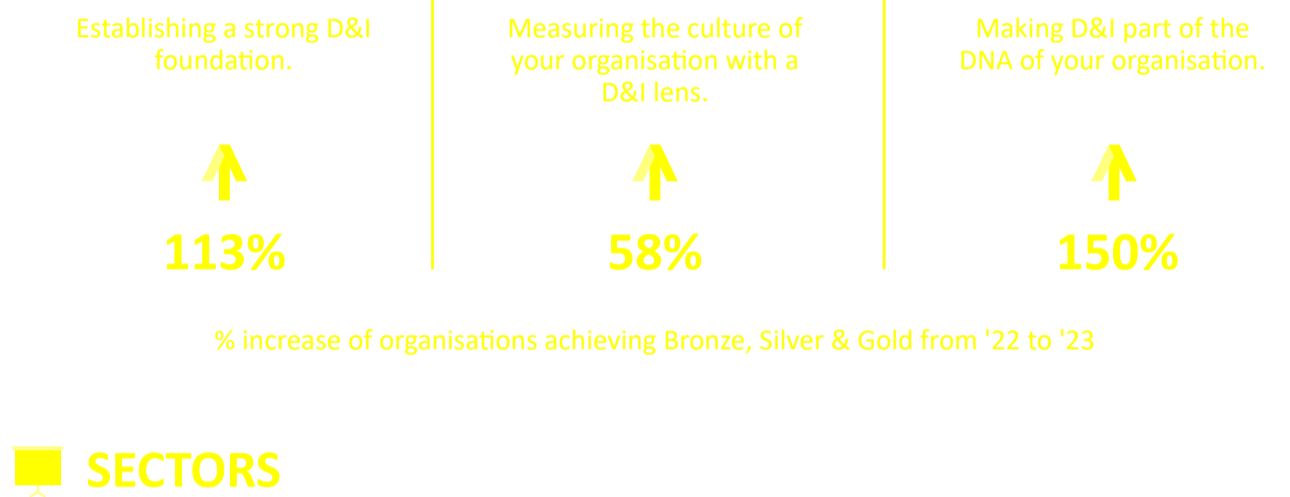


ICFD JOURNEY



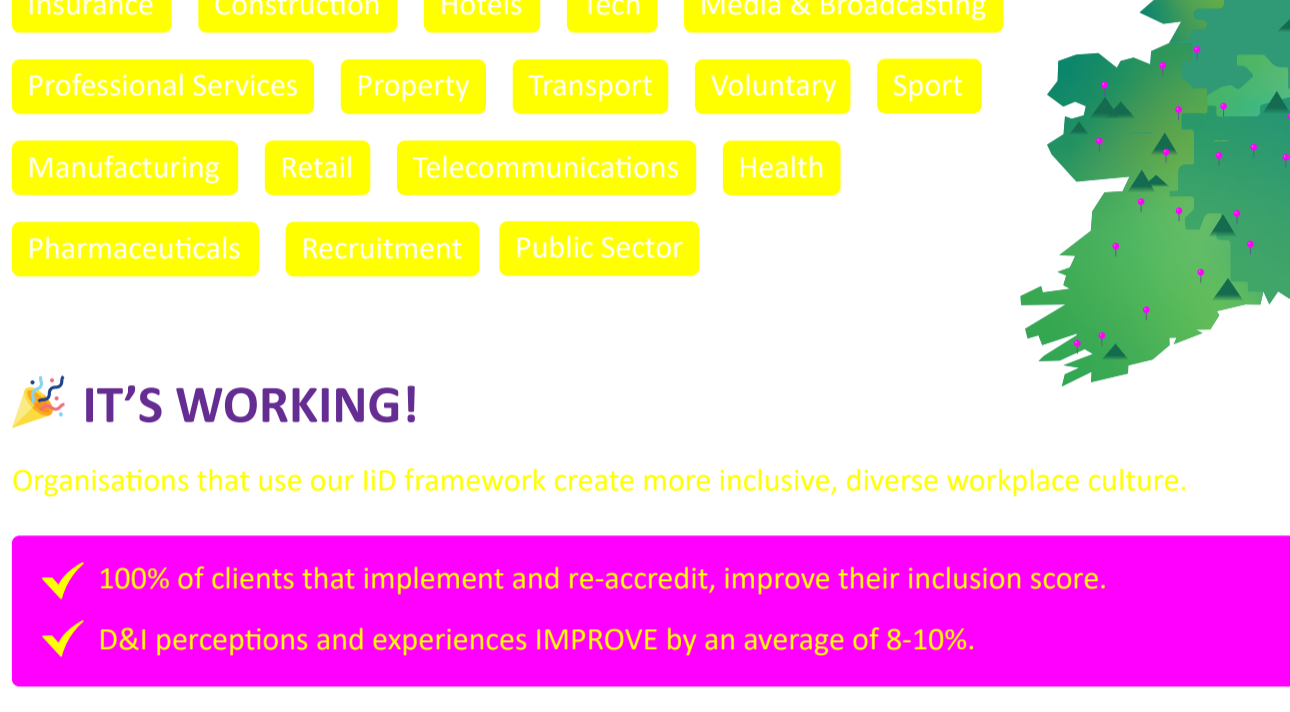
INVESTORS IN DIVERSITY FRAMEWORK

Ireland's leading D&I framework and accreditation extends its reach and continues to have an impact. We are seeing a significant increase in organisations partaking in and successfully making progress across each of the three levels.



SECTORS

From SMEs to large multinationals, we work with organisations of every size and industry.



IT'S WORKING!

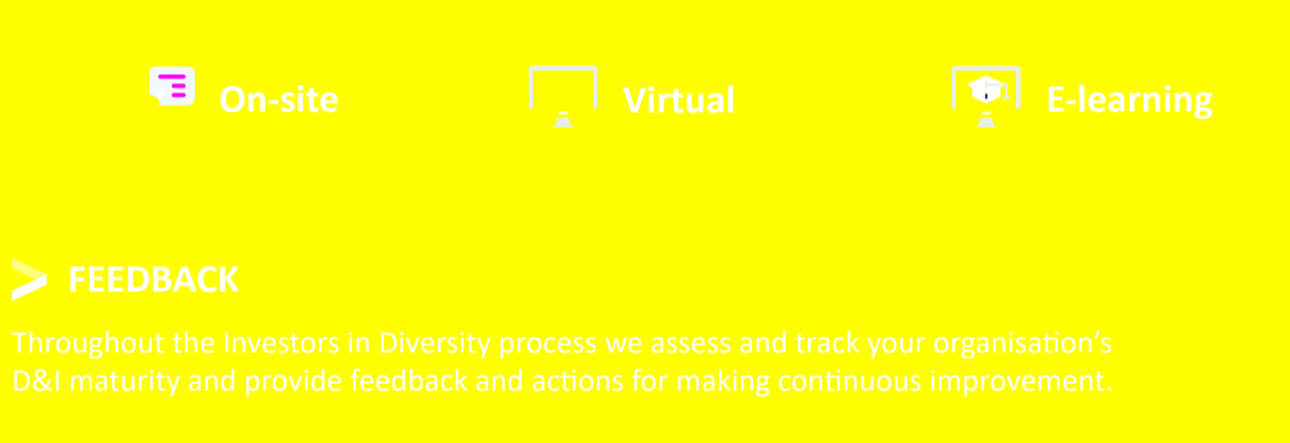
Organisations that use our IID framework create more inclusive, diverse workplace culture.

- ✓ 100% of clients that implement and re-accredit, improve their inclusion score.
- ✓ D&I perceptions and experiences IMPROVE by an average of 8-10%.



TRAINING

Ireland's leading D&I training provider.



FEEDBACK

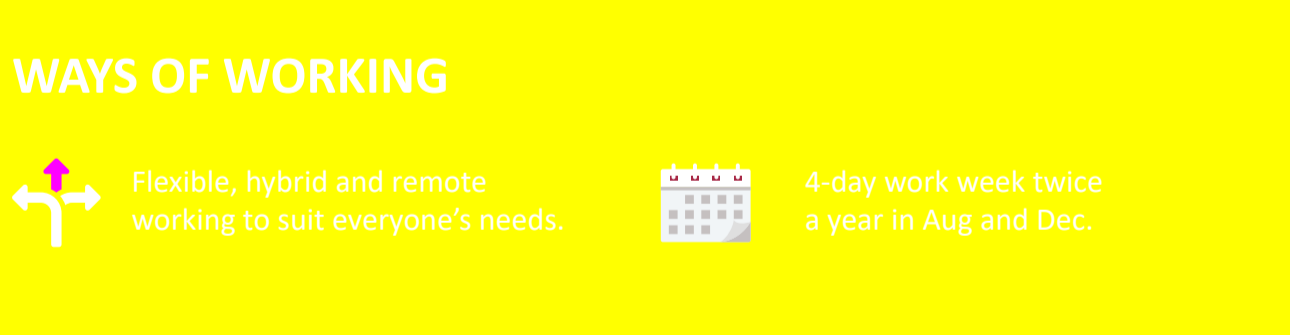
Throughout the Investors in Diversity process we assess and track your organisation's D&I maturity and provide feedback and actions for making continuous improvement.



BRINGING OUR BEST

At ICFD, D&I is part of our DNA. We support organisations build more inclusive, diverse, sustainable cultures, where everyone can thrive. We are proud of the diversity of our team and the great work culture we have built together. As we continue to grow, our focus remains firmly on building a fantastic work environment for our people – so we can continue to deliver the best for our clients - and have plenty of fun along the way!

DIVERSE REPRESENTATION



WAYS OF WORKING

- Flexible, hybrid and remote working to suit everyone's needs.
- 4-day work week twice a year in Aug and Dec.

KNOWLEDGE SHARING

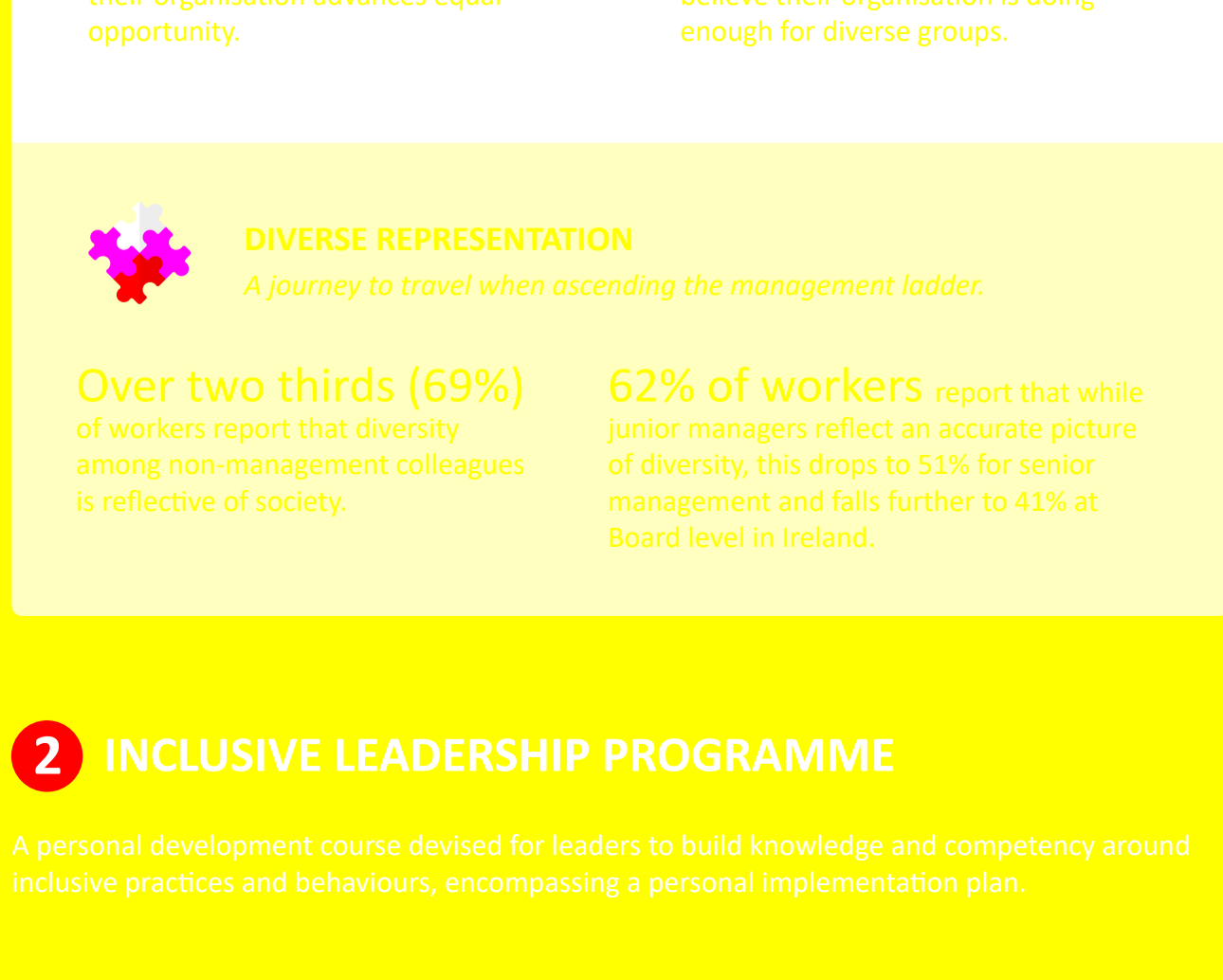
- Participate in numerous events around Ireland contributing to the national D&I conversation.
- Hosted a series of FREE D&I webinars to share learning and enhance capability for workplaces around Ireland.



NEW IN 2023

D&I NATIONAL BENCHMARKS

First-of-a-kind Diversity and Inclusion (D&I) benchmarking for the Irish market. Draws from the most comprehensive research into D&I in the Irish market, involving almost 100 organisations that employ 60,000+ people across both the public and private sectors.



2 INCLUSIVE LEADERSHIP PROGRAMME

A personal development course devised for leaders to build knowledge and competency around inclusive practices and behaviours, encompassing a personal implementation plan.

SUSTAINABILITY REPORTING

We have finalised a helpful reporting guide for organisations using our Investors in Diversity framework to meaningfully report and chart progress around the sustainable people agenda or the 's' in ESG as it relates to D&I. Coming soon!