

How INNIO is championing Diversity, Equity and Inclusion (DEI) with support from EcoVadis



Global energy solution and service provider INNIO began decarbonizing the energy sector over 50 years ago. The company is now leading the transition to net zero in their industry, with innovative energy solutions and pioneering technology.

In addition to securing a position in the top one percent of all companies in their industry group and receiving a Platinum Medal, INNIO recognized the opportunity for further development of DEI within their internal team and wider supply chain. They believe it is essential to create a diverse, equitable and inclusive workplace culture that allows individuals from all backgrounds to flourish and contribute to the collective success of the company. This year, the company has developed targeted initiatives to uplift and engage suppliers in sustainable practices as part of the procurement process.



2022 Company Figures

Industry
Energy Solutions

Headquarters
Austria

Employees
4173

EcoVadis Customer Since
2021

“Adopting an inclusive mindset is not only desired but required while working within or with our company. Just as we apply our DEI standards in our procurement policy, we expect our suppliers to do the same.”

Shining a Light on Diversity and Inclusion at INNIO

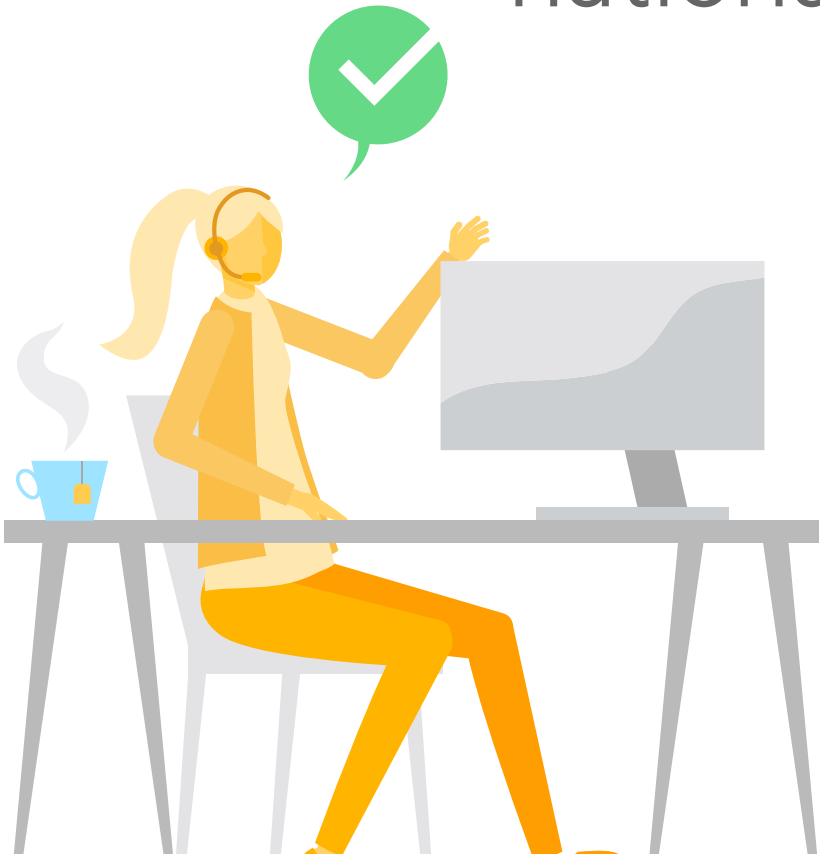
In 2021, INNIO introduced the new leadership position of Vice President for Diversity, Equity & Inclusion. This role was designed to oversee the development of DEI strategies and engage with both employees and stakeholders to ensure everyone in the organization feels valued and accepted. The VP works closely with the Company's Executive Board and Sustainability Review Board, while chairing the DEI steering committee that convenes monthly to outline diversity goals and discuss initiatives and progress.

INNIO is a global organization and all employees are strongly encouraged to undertake annual training around unconscious biases. In addition to this, the company has introduced an anonymous platform 'SPEAK UP!' designed to serve as a safe space for employees to voice any concerns or fears regarding discriminatory behavior in the workplace. As a result of the company's efforts to promote an accepting and inclusive workplace, no incidents of harassment or discriminatory behavior were recorded since 2018.

Employees from

78

nationalities



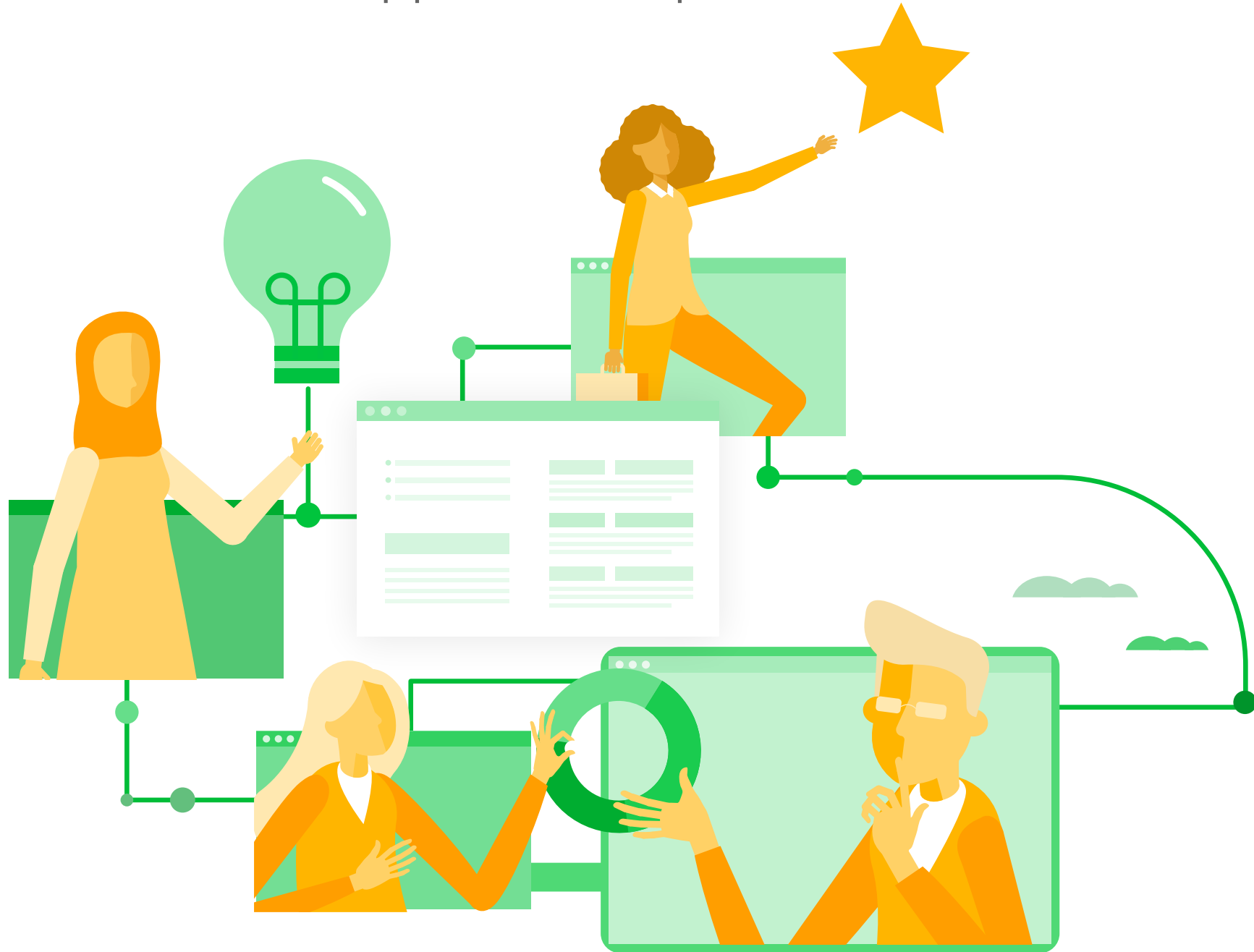
Leading Positive Change Towards Gender Equality

As an engineering company operating within the Science, Technology, Engineering and Math (STEM) sector, INNIO has been working to address the underrepresentation of women in the industry. Using a 2020 baseline, their goal is to reach a 25% improvement in gender diversity by 2025, achieving 17% towards this goal in 2022.

INNIO has been investing in partnerships with multiple universities in an effort to diversify the candidate pool. When it comes to recruitment, INNIO has been working to boost engagement amongst a wider audience by introducing gender neutral pronouns and concise role requirements into job descriptions.

In 2022, gender diversity in corporate functions remained at approximately 45%, with functions such as HR and Communications increasing their gender diversity to over 80% in 2022. Alongside taking steps towards boosting representation of diversity groups in the workplace, INNIO has set concrete objectives such as expanding analytics around pay gap from 74% in 2020 to 100% of all employees by 2025.

43% Female applicants to internships and apprenticeships



45% Gender diversity across corporate functions

Engaging Suppliers in Best Practices

INNIO supports and coordinates a globally diverse supply chain. All suppliers are assessed using INNIO’s procurement scorecard and ranked across four categories: Quality, Planning and Logistics, Commercial and Sustainability with the potential of scoring up to 100 points. In addition to this, all suppliers are required to sign INNIO’s ‘Supplier Integrity Commitment Declaration’ to demonstrate their understanding and commitment to the 10 principles of the UN Global Compact.

As of 2023, the company has been scoring suppliers on Diversity, Equity & Inclusion using 5 indicators aligned with UN methodology and the Women's Empowerment Principles.

The company uses EcoVadis to measure the 5 DEI indicators, and has a goal to double the number of suppliers that have demonstrated engagement with at least 3 indicators by the end of 2023. This analysis explores policies and related actions while reviewing supporting reports to ensure comprehensive understanding.



Indicator 1:

Labour and human rights policy on diversity, discrimination and harassment



Indicator 2:

Measures to promote gender and/or minority inclusion in the workplace



Indicator 3:

Awareness training regarding diversity, discrimination and/or harassment



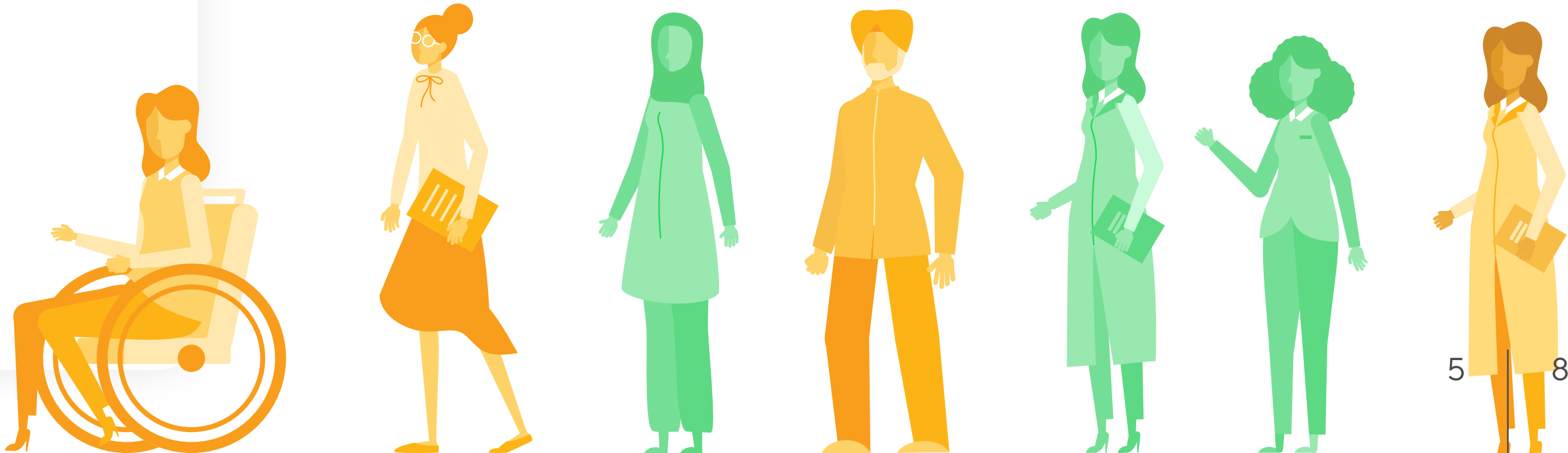
Indicator 4:

Reporting on the percentage of women in top executive positions



Indicator 5:

Reporting on the percentage of women employed in relation to the whole organisation





Through EcoVadis, we are looking to see if there is a policy for DEI, but we also look at what actions suppliers are taking and what training is being performed. Then, we want to see evidence of that action through reporting.

As a company dedicated to driving continuous improvement, INNIO uses EcoVadis scorecards to ascertain the level of support suppliers require. The system is designed to engage suppliers and take steps towards improvement rather than cutting ties with low-scoring suppliers.

INNIO provides suppliers comprehensive support through several engagement methods:

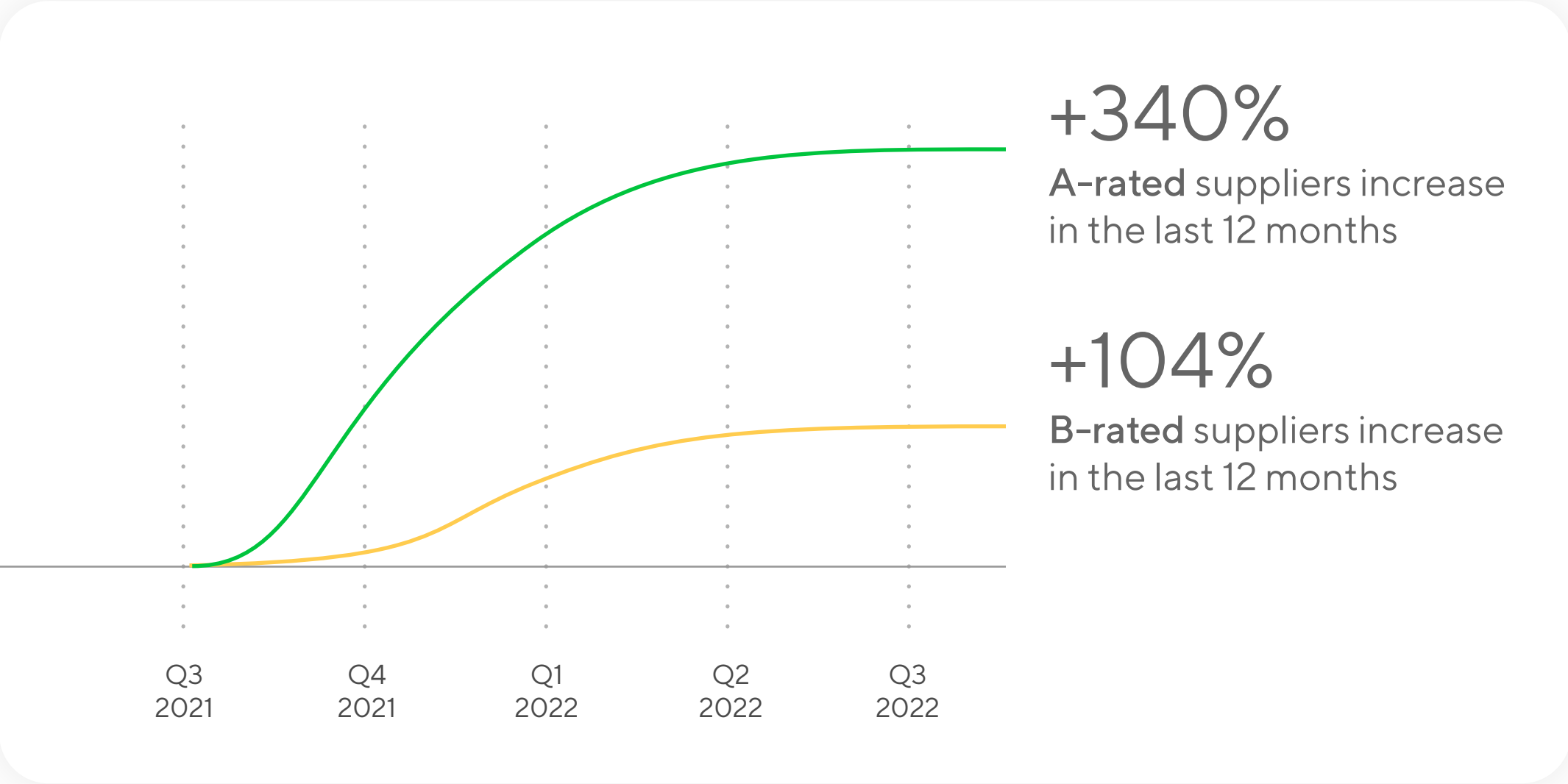
- ✓ **One-to-one Discussions:** Joint review of supplier scorecard, identification of areas for improvement, and collaboration to find an actionable solutions.
- ✓ **The Supplier Improvement Plan:** This is for suppliers who are scoring low across multiple categories. The supplier will receive a letter from the VP of Procurement at INNIO detailing next steps, and outlining the resources, training and support the company will receive.
- ✓ **Sustainability Q&A:** These take place annually at the supplier conference and provide an opportunity for suppliers to ask any questions they may have regarding best practices to learn from one another.
- ✓ **Supplier Workshops:** Representatives from INNIO attend half-day workshops on-site with suppliers to take a deeper, focused look into their priority areas.

Emerging Challenges and Future Plans

Despite their well-established reputation within the field of sustainability, DEI remains a relatively new subject area for the company. It can be difficult for suppliers to develop a well-rounded understanding of their performance due to a lack of data on DEI indicators such as age, nationality, or sexuality. To overcome this challenge, INNIO has been taking an action-based approach, asking suppliers to provide supporting evidence of relevant policies or initiatives through the EcoVadis assessment and supplier scorecards.



Continuous Improvement in Supplier Sustainability Performance



INNIO is driving supplier improvement through target setting and action plans such as the sustainable procurement roadmap; a detailed proposition that identifies areas for improvement. The roadmap details an increased focus on buyer training regarding social and environmental issues within the supply chain. Having already delivered awareness training for the entire Sourcing Department followed with training on the EcoVadis platform, INNIO launched EcoVadis Academy for buyers to receive additional training and certifications.

Since the company's initial EcoVadis 'Sustainable Procurement Maturity Review', INNIO has advanced from the 'Responsive' category to the 'Proactive' category, two ratings above the global average. The company remains committed to further developing sustainable procurement practices in 2023.



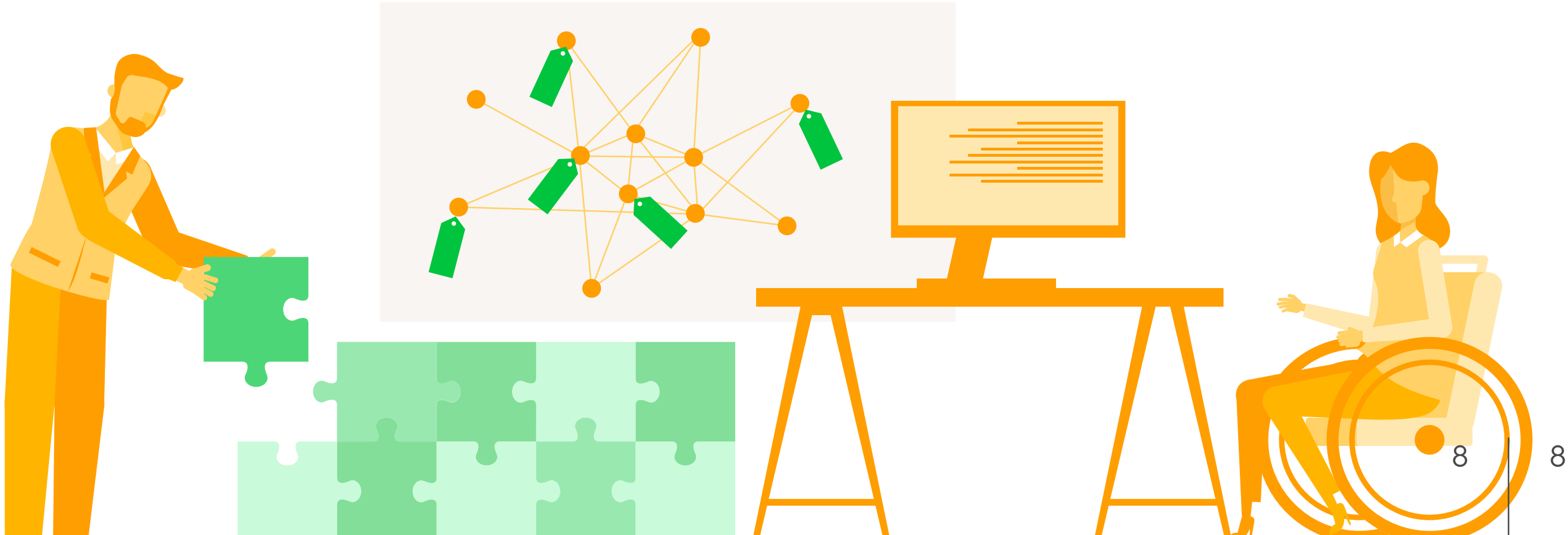
Working with EcoVadis - A Competitive Advantage for Suppliers

INNIO highlights that transparency throughout the supply chain is no longer an option, but a requirement. The introduction of increasingly stringent ESG regulations has established sustainable practice as a necessity. As more and more companies join the EcoVadis network, not having an EcoVadis rating is putting organizations at a disadvantage. That is why INNIO strongly encourages all suppliers to take the EcoVadis assessment.

By partnering with EcoVadis, INNIO has been able to assess the sustainability performance of their suppliers, providing a clearer picture of the supply chain and suggestions to improve responsible business practices. Furthermore, the company has begun using EcoVadis Medals of suppliers to score and rank performance throughout their supply chain.

INNIO experiences both sides of the coin; leveraging EcoVadis as a supplier, whilst also using EcoVadis for sustainable procurement. As both the company and their suppliers are a part of the same assessment platform with common methodology driving their improvement journeys, INNIO has learned to work collaboratively with their suppliers to ensure both parties can reap the benefits of the EcoVadis rating.

For a supplier, having a third-party assessment of their Diversity and Inclusion performance adds a lot of credibility to the results communicated to us.



About EcoVadis

EcoVadis is a purpose-driven company whose mission is to provide the world's most trusted business sustainability ratings. Businesses of all sizes rely on EcoVadis' expert intelligence and evidence-based ratings to monitor and improve the sustainability performance of their business and trading partners. Its actionable scorecards, benchmarks, carbon action tools, and insights guide an improvement journey for environmental, social and ethical practices across 200 industry categories and 175 countries. Industry leaders such as Johnson & Johnson, L'Oréal, Unilever, LVMH, Bridgestone, BASF and JPMorgan are among the 100,000 businesses that collaborate with EcoVadis to drive resilience, sustainable growth and positive impact worldwide. Learn more on [ecovadis.com](https://www.ecovadis.com), [Twitter](#) or [LinkedIn](#).

