

EXECUTIVE SUMMARY

This report is prepared by Diversity Atlas to summarise the assessment of your Cultural & Demographic Sentiment & Representation (CDSR) application. The result is valid for one year.

Date of assessment: 18-11-2024

7.5

CDSR Index

It is rated based on the data of all staff, including the leadership.

The CDSR Index is a world-first global metric for reporting on the domain of ‘diversity and inclusion’ (D&I), but with an expanded and more meaningful scope. It can be used for any internal or external reporting purposes, including within the ESG framework, and is suitable for all organisations. It also offers a world-first ‘score’ for commitment and results.

The index is a score that is an easily interpretable measure of CDSR as a complex multi-dimensional space, ripe for analysis across five pillars. It measures both the efforts to collect and publish meaningful diversity data, and results on Community Representation, Sentiment, Proportional Representation, and Survey Cooperation. Across these five pillars, the index is weighted. The weight (or relative importance) assigned to each pillar has been developed by Diversity Atlas’s Anthrodata Team. The index works on a scale from 0 to 10, with points allocated for meeting each scoring criteria in the pillars.

Weight	Five Pillar
30%	Community Representation A mutuality / representation analysis compares staff profile data to census data.
25%	Sentiment Examines team responses to queries around the behaviours of the organisation, its leadership, as well their sentiment towards their company’s diversity profile.
20%	Commitment Examines an organisation’s commitment to gathering meaningful cultural and demographic data beyond gender.
20%	Proportional Representation Investigates demographic and cultural representation across whole organisations, looking for evidence of equal / proportional representation, such as the absence of silos that have markedly different D&I profiles
5%	Survey Cooperation Looks at both overall participation in Diversity Atlas, as well as engagement within the platform (proportion of questions answered)