



# DE&I DIVERSITY EQUITY INCLUSION TOGETHER FOR PEOPLE



## HIRING AND PROMOTION TEAM

Geared towards building a transparent, equitable and non-discriminatory procedure for selecting, hiring and promoting human resources, this Team has the task of defining a **performance assessment system**; it also manages the **in-house mobility** channels which allow for enhancing staff motivation and satisfaction.



## TRAINING TEAM

The Training Team has designed, based on an employee requirements survey, a **development plan** including specialisation courses, in-house mentoring sessions with expert colleagues and partnerships with approved external organisations, aimed at enhancing psycho-physical wellbeing. The project also includes setting up an **in-house Academy**, to meet the needs of all members of the Riri team.



## COMMUNICATION TEAM


The Communication Team is committed to promoting in-house **knowledge and sharing of the corporate approach and of the work done in the various offices**: this is a prerequisite for a composite Group which to date includes eight branches and more than 1000 employees. Its aim is also to harness the value of communication tools, including a **regular newsletter** dedicated to its employees.



## MONITORING TEAM

The Monitoring Team has been working in support of the other groups to identify the **main indicators** which should be reviewed for the purpose of assessing the effectiveness of training, communication and in-house mobility projects. The reference standard of choice here is the Global Reporting Initiative (GRI).

## LISTENING, SHARING, INVOLVING.

The Riri Group has made a commitment to promoting a programme related to topics of Diversity, Equity and Inclusion, based on a three-year plan in partnership with  Mercer

Four in-house teams have been created by the Riri Group, cutting across both company branches and job descriptions, with separate focus areas although they are all geared towards the same goal:

**HIGHLIGHTING INDIVIDUAL ROLES AND MAKING THE WORK ENVIRONMENT INCREASINGLY EQUITABLE AND INCLUSIVE.**