DIVERSIO

Future of HR & Compliance

Welcome to 2025 & Diversio UK

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Agenda
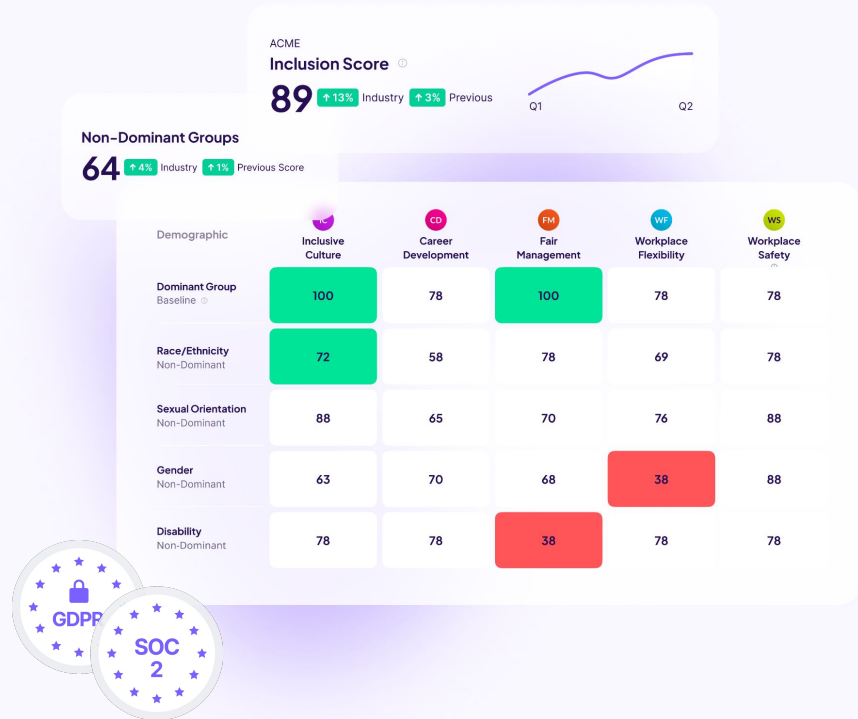
About Diversio

Top Trends for 2025

Practical Guidance

The Road Ahead – Lumi AI

Q&A

About Diversio

ACME
Inclusion Score
89 ↑13% Industry ↑3% Previous

Q1   Q2

Non-Dominant Groups
64 ↑4% Industry ↑1% Previous Score

| Demographic	Inclusive Culture	Career Development	Fair Management	Workplace Flexibility	Workplace Safety
Dominant Group Baseline	100	78	100	78	78
Race/Ethnicity Non-Dominant	72	58	78	69	78
Sexual Orientation Non-Dominant	88	65	70	76	88
Gender Non-Dominant	63	70	68	38	88
Disability Non-Dominant	78	78	38	78	78

GDPR

SOC 2

Diversio is a global leader in people and culture solutions, serving organisations in 100 languages across the globe, spanning over 51 countries.

Our academically-validated platform offers comprehensive DEI measurement, data analytics, strategy, and consulting services.

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Our Global Mission

Diversio is committed to transforming workplaces to be inclusive and harassment-free through data-driven solutions and proactive measures.

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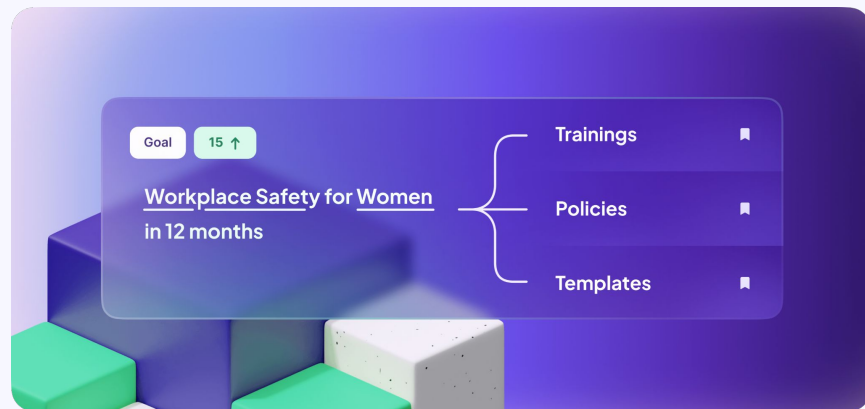
The first, end-to-end people platform

Data & Analytics

Education & Training

Consulting

DIVERSIO

Trusted by the world's most innovative companies

Microsoft

Morgan Stanley

British Business Bank

Disney

HONDA

PORSCHE

Shell

amazon

DANONE

accenture

35+ Countries Surveyed

1.5M+ Surveys Completed

60+ Net Promoter Score (NPS)

1,000+ Benchmarks

1,500+ Recommendations Made

How we help drive change

Diversity, Equity, & Inclusion

The first academically-validated tool for enhancing diversity, equity, and inclusion.

Training

Access industry-leading training, certifications, and resources for public validation.

Certification

Earn publicly validated certifications demonstrating your commitment to workplace culture.
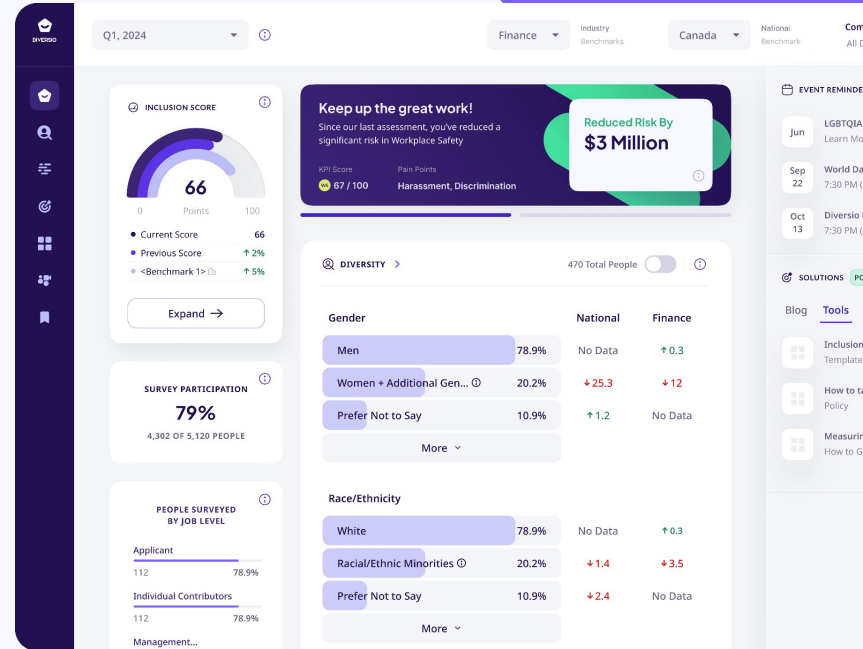
Employee Engagement

Customizable surveys with integrated demographic, inclusion and engagement analysis, adding an intersectional perspective.

Program & Policy Audit

Assess the maturity of existing workplace investments and measure their business impact.

Consulting

Make the world's leading experts an extension of your internal team

People & Culture data is used for...

- Understanding strengths & weaknesses
- Tracking progress over time
- Guiding interventions & informing choices

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- Inclusive Culture
- Career Development
- Fair Management
- Workplace Flexibility
- Workplace Safety
- Recruiting & Hiring

Top Trends for 2025

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Top Trends for 2025

AI Regulation Readiness: Prepare for the EU AI Act with tools to ensure transparency, audits, & responsible AI use.

Cybersecurity & Data Protection: Meet NIS2 Directive requirements by enhancing data protection & risk mitigation.

Sustainability Reporting: Align with CSRD by adopting transparent ESG reporting systems.

Addressing Challenges of Hybrid Work Models: Develop equitable practices to engage hybrid & remote teams inclusively.

Inclusive Leadership Development: Build leadership accountability for driving inclusion & diversity goals.

Intersectionality Focus: Use analytics to tackle challenges across race, gender, & disability factors.

Practical Guidance

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Data Collection & Reporting

To comply with CSRD, organisations must use ESRS, specifically ESRS S1 on Own workforce, for preparing ESG disclosure information.

This includes 17 requirements covering policies, processes, targets, and metrics related to the workforce.

Best Practices

- Conduct materiality assessments & implement systems for regular monitoring
- Collaborate across departments for accuracy
- Regularly review & update processes to ensure high-quality data

Challenges Companies Face

- Adapting to reporting requirements for newly enacted regulations
- Integrating ESG data into existing reporting systems
- Managing diverse data sets &
- Ensuring data accuracy and reliability

Consequences of Non-compliance

- Penalties such as fines, public denunciation, & legal repercussions
- Reputational damage leading to potential financial loss

How Diversio Supports ESRS Compliance

Diversio, a technology platform specialising in diversity & inclusion, can assist companies in adhering to the ESRS by:

- **Secure Data Collection**
  Securely, anonymously & compliantly collects demographic data to facilitate ESRS reporting

- **Data Analysis**
  Enables accurate benchmarking & compliance with ESRS metrics, focusing on workforce & value chain data

- **Diversity & Inclusion Focus**
  The platform integrates D&I data into broader ESG reporting frameworks, enhancing materiality assessments

2025
The Road Ahead

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Next Frontier

1. **Introducing Lumi**

2. **Connecting Companies to Solutions**

3. **Companies closer to Employees**

4. **Generate Insights on-the-fly with Gen AI**
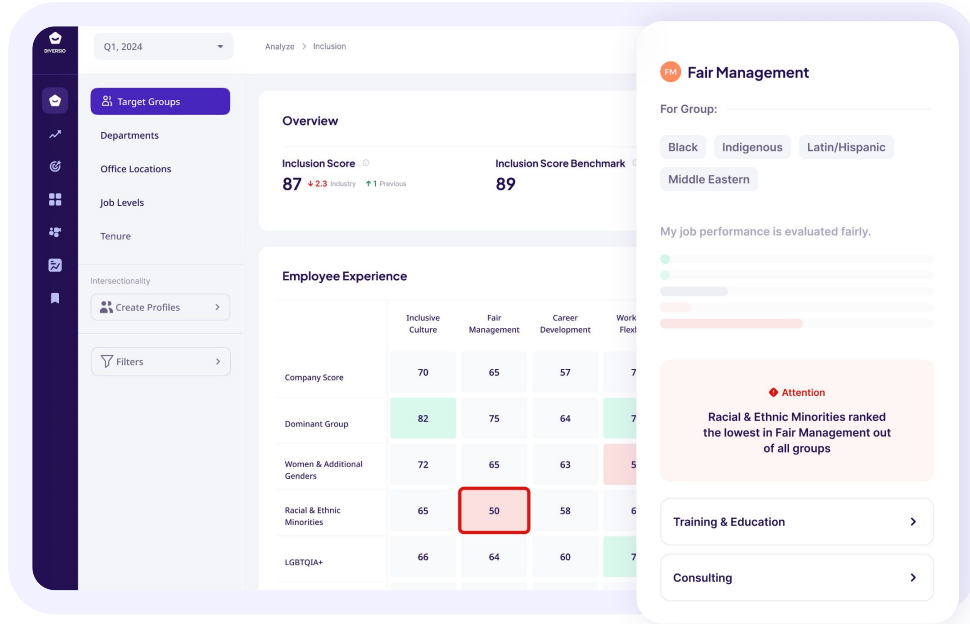
Inclusive hiring

Attract a wider pool of talented applicants by using Lumi's language and analysis tools to make your job posts more inviting to a broader audience and more searchable online.

Smart Trainings

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Q1, 2024

Analyze / Inclusion

Target Groups
Departments
Office Locations
Job Levels
Tenure

Intersectionality

Create Profiles

Filters

Overview

Inclusion Score
87 ↓2.3 Industry ↑1 Previous

Inclusion Score Benchmark
89

Employee Experience

	Inclusive Culture	Fair Management	Career Development	Work Flex
Company Score	70	65	57	7
Dominant Group	82	75	64	7
Women & Additional Genders	72	65	63	5
Racial & Ethnic Minorities	65	50	58	6
LGBTQIA+	66	64	60	7

FM Fair Management

For Group:

Black   Indigenous   Latin/Hispanic
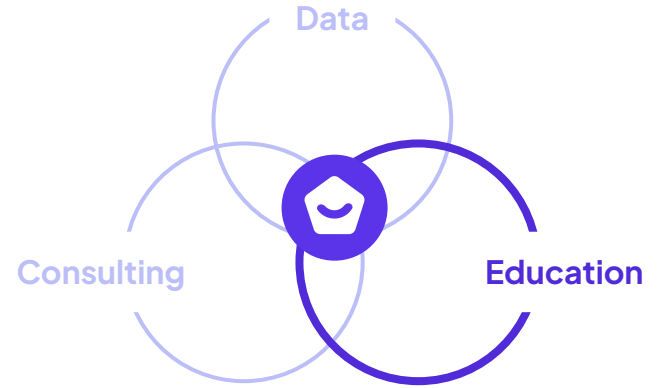
Middle Eastern

My job performance is evaluated fairly.

⚠ **Attention**

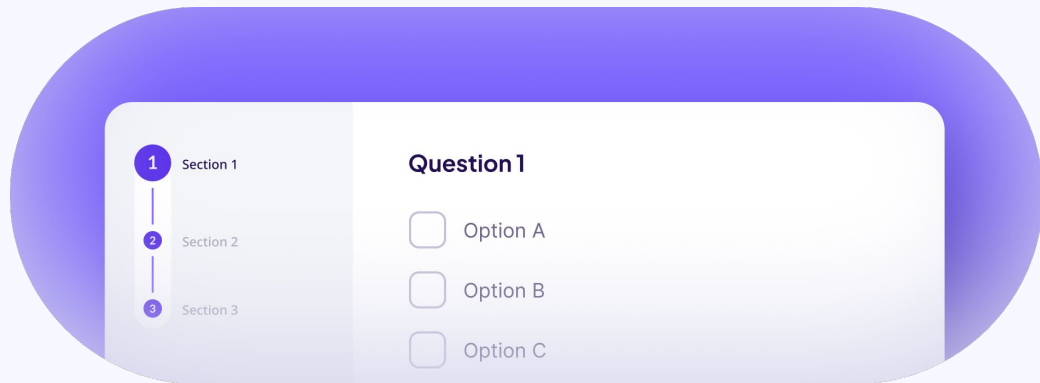Racial & Ethnic Minorities ranked the lowest in Fair Management out of all groups
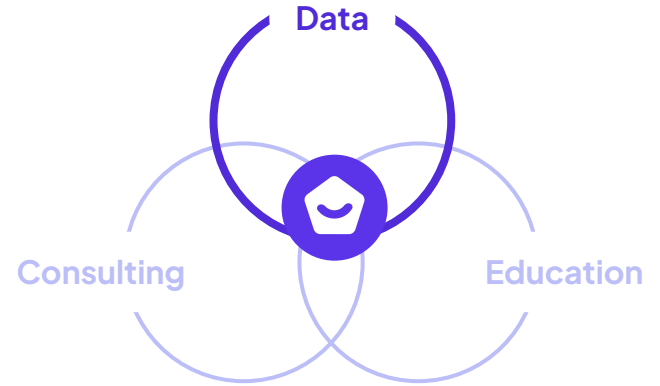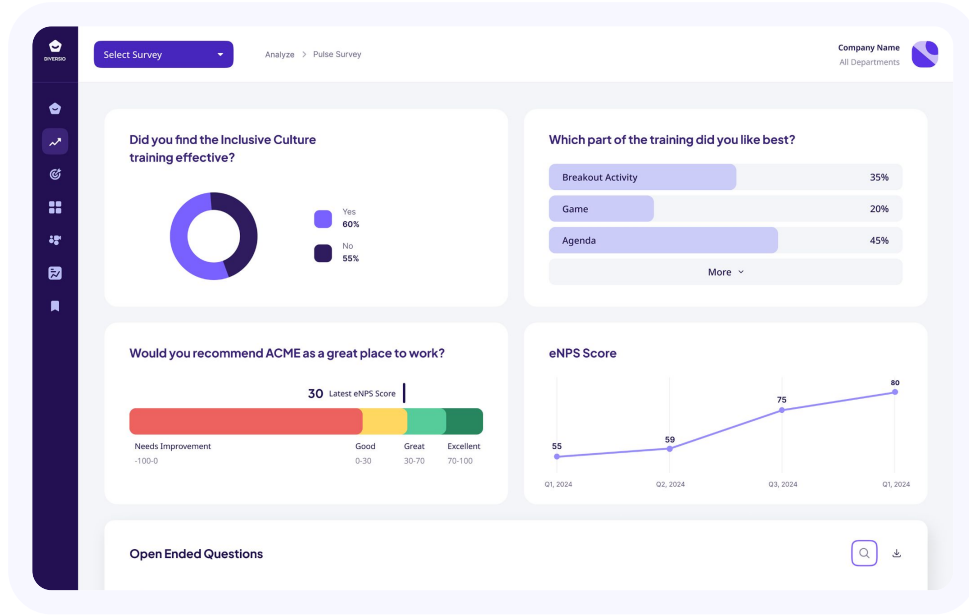
Training & Education >

Consulting >

Data
Consulting
Education

Connect culture challenges with relevant education and training solutions, quickly addressing gaps in employee experiences.
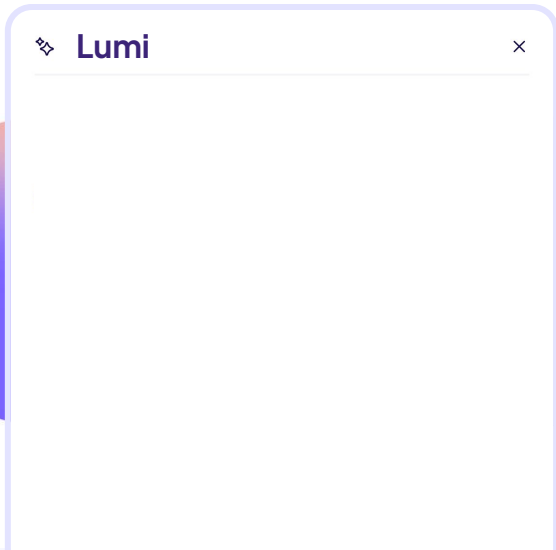
Pulse Surveys

Collect data on an ongoing basis through pulse surveys — accessing employee feedback at pivotal points in your People & Culture journey.

Generate Insights on-the-fly with Gen AI

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On-the-go support

Lumi ✕

Data

Consulting

Education

Connect with Lumi to navigate and interpret your Diversio dashboard, learning about People & Culture as you go.

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Team Collaboration

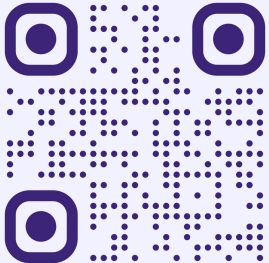Improving user permissions for team collaboration

Reporting

Filtering employee data and exporting as PDF reports

2025

Book a Demo

Empowering workplaces globally 🌍