EDI Assessment XXXX - name of operator

Maturity Definition	Score	Description
Inactive	1	No DEI work has begun; diversity, equity, and inclusion are not part of organizational goals.
Reactive	2	A compliance-only mindset; actions are taken primarily to comply with relevant laws and social pressures. Doing the bare minimum.
Proactive	3	A clear awareness of the value of DEI; starting to implement DEI systemically. This is what is required and expected of all organizations.
Progressive	4	Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected.
Best Practice	5	Demonstrating current global best practices in DEI; exemplary.

Element	Categories	Assessed Level	Commentary	Target Level	Quick Wins/ Actions	Who	When
Drive the Strategy	EDI 1 VISION, STRATEGY AND BUSINESS IMPACT	1		5			
	EDI 2 LEADERSHIP AND ACCOUNTABILITY	2		5			
	EDI 3 DEI STRUCTURE AND IMPLEMENTATION	3		5			
Attract and Retain People	EDI 4 RECRUITMENT	4		5			
	EDI 5 ADVANCEMENT AND RETENTION	5		5			
	EDI 6 JOB DESIGN, CLASSIFICATION, AND COMPENSATION	1		5			
	EDI 7 WORK-LIFE INTEGRATION, FLEXIBILITY AND BENEFITS	2		5			
Connect	EDI 8 ASSESSMENT, MEASUREMENT AND RESEARCH	3		5			
	EDI 9 DEI COMMUNICATIONS	4		5			

Align and	EDI 10 DEI LEARNING AND DEVELOPMENT	5		5			
	EDI 11 CONNECTING DEI AND SUSTAINABILITY	1		5			
Listen to and Serve Society	EDI 12 COMMUNITY, GOVERNMENT RELATIONS, PHILANTHROPY	2		5			
	EDI 13 SERVICES AND PRODUCTS	3		5			
	EDI 14 MARKETING AND CUSTOMER SERVICE	4		5			
	EDI 15 RESPONSIBLE SOURCING	5		5			