

CERTIFICATION PROCESS



Inclusion ≥ Diversity

- Step 1: Baseline Assessment**
- Step 2: Planning (meeting) Success**
- Step 3: Achieve maturity in 2 out of 32 D&I Domains**
- Step 4: Certify 1 D&I Pro per 1000 employees**
- Step 5: Build ISO-Manual for future growth**
- Step 6: Certified in ≥ 2 D&I Domains of most maturity**

