**Add value.
Inspire trust.**

Assess the Implementation of the ISO 30415 Diversity & Inclusion Guideline

Create an inclusive culture with a diverse workforce

Your challenges

The rapid digitalisation of businesses, global pandemic and a growing focus on sustainability has created irreversible changes to both the workplace and job market.

As organisations are now set-up for many of their employees to work remotely, there is less pressure for them to maintain a physical presence in the workplace. However, this has created new challenges as organisations must neutralise the outcomes, in the context of diversity and inclusion (D&I), from workplace technologies such as virtual meetings, conferences and exhibitions, as well as hybrid and flexible working practices. This includes steps to prevent bias in day-to-day operational decisions and corporate structures to eliminate unintentional prejudice by integrating D&I within core processes and functions.

Organisations, therefore, face the daunting task of defining SMART KPIs for different D&I initiatives, such as gender equality or having more representative leadership. Furthermore, they must monitor and assess these KPIs over the long-term.

What is D&I?

Diversity refers to the individual characteristics and attributes that make each of us unique and the presence of these characteristics in an organisation. The various dimensions of diversity include demographic and other personal factors such as age, physical and mental ability, gender and gender identity, sexual orientation, skin colour, nationality, ethnic or national origin, religion or belief.

Inclusion refers to the set of inclusive practices towards all the stakeholders present in the context of the organisation. Inclusion goes beyond acceptance and aims to create a work environment that acknowledges and respects diversity/differences, so that everybody feels valued and contributes to organisational goals. Unlike diversity, inclusion must be created and maintained for improved decision making, attracting requisite talents, and strengthening customer satisfaction.

TÜV SÜD

TÜV®

Why is assessment of ISO 30415 implementation important?

The concept of D&I is emerging worldwide as a fundamental value within the workplace, as a backbone of organisations' sustainability and Corporate Social Responsibility (CSR) strategies, and as a tool to improve resilience and reputation.

ISO 30415:2021 is the first international D&I guideline to support all stakeholders, including an organisation's governance body, leaders, workforce and recognised representatives, and it is scalable to the needs of every type and size of organisation.

To support an organisation in achieving its D&I goals, a third-party evaluation is highly recommended to ensure the effective implementation of ISO 30415. This includes a gap analysis to identify how well aligned your organisation is with the guidelines, helping you to drive current D&I initiatives and identify new focus areas.

How can we help you?

TÜV SÜD's global team of experts can offer you independent, third-party support that is tailored to your organisation. We select the specialists that have the most appropriate skills and ensure that their evaluation is flexible enough to suit your organisation's specific needs. In addition to the assessment, our service portfolio includes a public training and e-learning module, which follows the recommended guidelines defined by ISO 30415, as well as D&I awareness training across every level of the organisation.

Your business benefits

- **Increase awareness** – understand the potential gaps within your organisation's D&I strategy, covering all dimensions of diversity.
- **Gain a competitive advantage** – fuel digital agility, innovation and resilience across your organisation by leveraging D&I as a core organisational strength that successfully optimises new technology and your workforce. Demonstrate your commitment to having D&I at the core of the organisation's values and culture.
- **Attract and retain the best talent** – build a positive and inclusive workplace that gives your organisation a progressive market reputation to attract the right employees, and gain their trust and long-term loyalty.
- **Minimise risk** – prevent any reputational risk, especially when disclosing public statements about D&I topics.

Why choose TÜV SÜD?

As TÜV SÜD is vendor agnostic, our third-party verifications are both impartial and independent, helping your organisation to gain valuable insights from an unbiased expert. Our experts are part of the global TÜV SÜD team, so we can ensure that the right people are engaged with your organisation, bringing with them the most appropriate industry know-how. By evaluating your organisation's D&I status-quo, and supporting you to formalise and integrate D&I initiatives into a holistic framework, we enable you to focus on your core competencies.

Add value. Inspire trust.

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specialises in testing, certification and auditing services. Since 1866, the company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 25,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

Related services

TÜV SÜD provides the following related services:
- amfori BSCI-Business Social Compliance Initiative
- D&I e-learning course
- GRI Sustainability Reporting Verification
- ISO 26000-Social Responsibility
- ISO 45001-Health & Safety
- SA 8000-Social Accountability
- Sedex Members Ethical Trade Audit (SMETA)