

# Bertelsmann Action Plan for Inclusion 2019 - 2024

## Evaluation of the fourth year of implementation

Summary, February 2024



# Bertelsmann Action Plan for Inclusion 2019 – 2024

## The Action Plan for Inclusion and its evaluation

### What is the Action Plan for Inclusion (API)?

- Practical concept for the implementation of the “**Convention on the Rights of Persons with Disabilities**” (UN-CRPD) at Bertelsmann
- **Joint project** of the Human Resources division of the Executive Board and the Group Representatives for Employees with Disabilities for all German Bertelsmann companies
- Development through a **dialogical process** together with supporters from different fields and divisions
- Published in September 2019 with a validity period of **five years until 2024**
- Identification of 27 goals and 69 corresponding measures in **five different action areas**:



Workplace Design and Working Conditions



Constructional Conditions



Awareness-building and Communication



Health Management



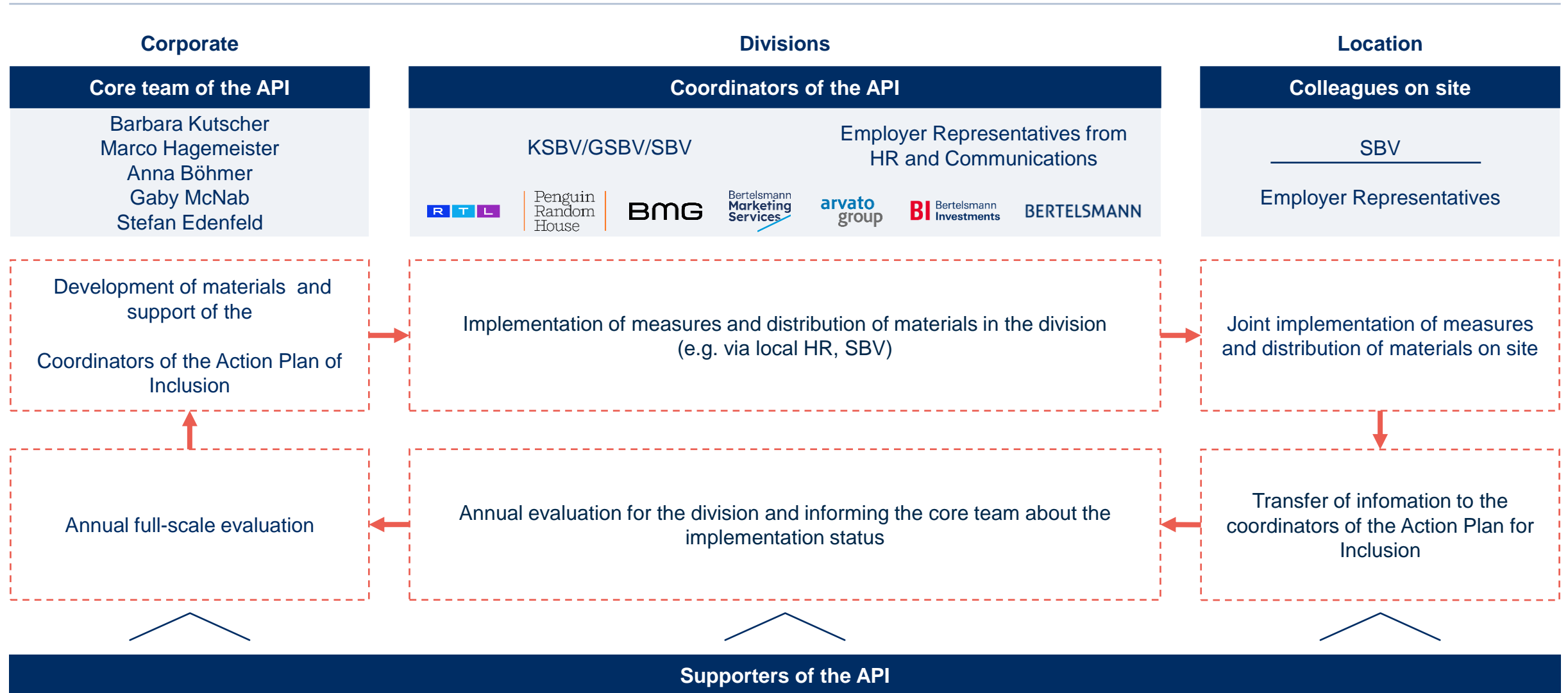
Recruitment, Qualification and Development

### Annual evaluation

- The implementation process consists of four steps:
  - Annual **prioritization** of measures
  - **Control** of the implementation
  - Continuous **communication**
  - Annual **evaluation**
- The annual evaluation is an **important part** in order to ensure a structured and transparent implementation
- Development of a detailed **evaluation report** accessible to all coordinators and selected stakeholders

# Bertelsmann Action Plan for Inclusion 2019 – 2024

## Organizational structure



# Bertelsmann Action Plan for Inclusion 2019 – 2024

## Evaluation of the fourth year of implementation: Measures on corporate level

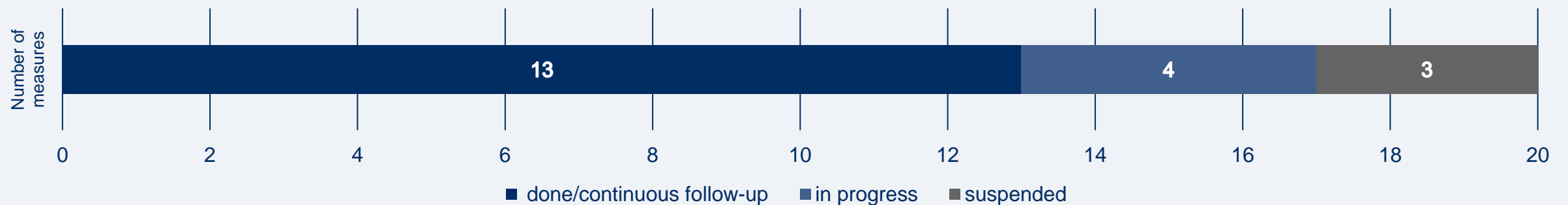
### Group 1: Measures on corporate level

All prioritized API-measures up until now, whose implementations has to occur primarily on the corporate level. Accordingly, the main responsibility lies with the members of the core team.

### Number of measures per action area:

Workplace Design and Working Conditions	2	Constructional Conditions	6
Awareness-building and Communication	8	Health Management	3
Recruitment, Qualification and Development	1	<b>total</b>	<b>20</b>

### Status implementation measures at corporate level:



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## Evaluation of the fourth year of implementation: Measures in the divisions

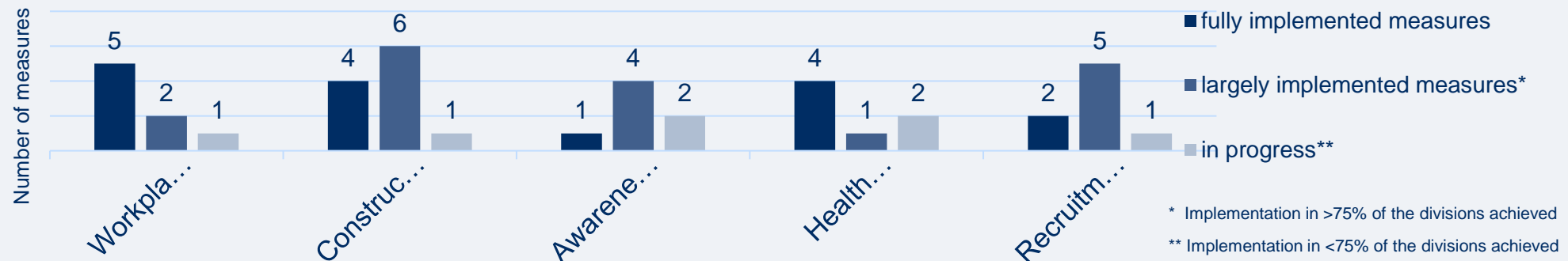
### Group 2: Measures in the divisions

All prioritized measures up until now, whose implementations has to occur primarily in the divisions and whose implementation status can vary depending on the division.

### Number of measures per action area:

Workplace Design and Working Conditions	8	Constructional Conditions	11
Awareness-building and Communication	7	Health Management	7
Recruitment, Qualification and Development	8	<b>total</b>	<b>41</b>

### Status implementation – measures in the divisions:



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## Prioritized measures 2024

### Constructional Conditions (4.b)



In the case of existing rental properties, the measures that can be implemented for barrier-free accessibility will be evaluated at the suggestion of the representative for employees with disabilities or of individual persons together with those responsible for the site and the lessor.

### Constructional Conditions (5.a)



Access to Bertelsmann sites and buildings will be checked for accessibility and adapted (e.g. door next to turnstile) – provided no important operational reasons prevent this

### Awareness-building and Communication (3.c)



Integrated e-learning courses that sensitize managers to the topic of inclusion will follow the example of the Code of Conduct and become a mandatory component of management on-boarding.

### Health Management (4.a)



The various options for reintegration, e.g. based on the “Hamburg Model”, will be communicated to managers. If necessary, managers, supported by the HR department, will promote an understanding culture of teamwork during reintegration.

### Health Management (5.b)



Company cooperation with providers of sports and rehabilitation services that are also suitable for employees with disabilities, such as sports studios, rehabilitation sports and medical supply stores, will increasingly be sought.

### Recruitment, Qualification, and Development (1.e)



It will be examined to what extent cooperation with chambers of industry and commerce can be expanded to enable more people with disabilities to receive training at Bertelsmann and its companies

### Recruitment, Qualification, and Development (3)



Training courses and events will be designed so that all employees, including those with physical disabilities, can participate in all activities unless important reasons contradict it.

### Recruitment, Qualification, and Development (4.a)





Management tools (e.g. performance and development dialogues, team discussions) will be reviewed to ensure that the needs of employees with disabilities are taken into account.



# Bertelsmann Action Plan for Inclusion 2019 – 2024

## Your contact persons

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We are happy to receive ideas, questions and feedback:

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	<p>More information on the Action Plan for Inclusion can be found <a href="#">here</a> in the BENET</p>