



## Social Case Study: Women's Mentoring Programme

The Women's Network Mentoring Programme provides opportunities for women across the organisation to accelerate their careers and navigate the Group's culture through meaningful connections with organisational leaders. The programme helps to build effectiveness in new talent quickly, providing visibility and improving promotion which ultimately leads to increased productivity and retention of female employees. The programme participants learn important aspects of our culture, processes, and tools to be effective in their roles while the mentors build network connections across the organisation and increase depth of expertise. Skip level communication is improved as well as the opportunity for cross functional interaction and understanding the motivational factors of our employees.

The programme pairs women employees with women senior executives based on surveys identifying elements such as background and experience, expertise and interests, and a visual personality survey. The pairs met at least once a month and tracked milestones within the MentorCliq software.

"The career mentoring helped me to find new goals and has significantly increased my ability to progress achieving these targets." K. Goldbeck, Programme Manager, Rastatt.

The Group is committed to developing and fostering a true "Learning Organisation". This programme is one of many others we are working on that helps to deliver our goals and drive diversity and inclusivity within our culture.