

A photograph of four diverse business professionals in an office setting, engaged in a conversation. The image is overlaid with a blue tint. The individuals include a man with a beard, a woman with short blonde hair, a man with glasses, and a woman with curly hair.

EQUALITY, DIVERSITY & INCLUSION STRATEGY

2025-2026

FORWARD

Driving Equality, Diversity, & Inclusion Towards Our Future



Philippe Huinck, CEO (He/Him)

At Onnec, we believe that our strength lies in our people—their diverse perspectives, talents, and experiences that shape who we are and how we grow. In 2020, we embarked on a purposeful journey to embed Equality, Diversity, and Inclusion (EDI) into the heart of our business strategy. Since then, we've made significant strides, but we remain humble in acknowledging there is more work to do.

The results of our recent staff survey show we're heading in the right direction: 85% of respondents feel they have an equal opportunity to succeed within Onnec. This reflects the progress we've made in building a culture where everyone has the chance to thrive. Initiatives such as our Employee Resource Groups and

Inclusive Hiring Training have become integral to amplifying voices and driving meaningful change. External recognition, including awards and accolades, underscores our commitment to creating an inclusive workplace and sets the bar even higher for what we can achieve.

However, EDI is not a destination but an ongoing journey. As we set our sights on our ambitious goal to become a leading infrastructure partner, it is imperative that EDI remains at the foundation of our growth.

Our 2025–2026 EDI Strategy is a roadmap for our continued evolution. It outlines our focus areas, including greater accountability, enhanced opportunities for underrepresented groups, and a commitment to

ongoing learning and development.

By staying true to our values and harnessing the power of inclusivity, we will not only meet our aspirations but also set a new benchmark for leadership in our industry.

Together, we can make Onnec not just a great place to work but a pioneer in creating equitable opportunities and a workplace where every individual can achieve their full potential.



Onnec Group Executive Board (ExCo)

INTRODUCTION

What is Equality, Diversity and Inclusion?

Equality, Diversity, and Inclusion (EDI) are the foundations of a fair and thriving workplace. They reflect a commitment to recognizing and respecting individual differences, ensuring everyone has equal opportunities, and fostering an environment where all employees feel valued and supported.

- **Equality** means providing every person with the same access to opportunities and resources, removing barriers that might prevent individuals from reaching their full potential. It's about fairness and creating a level playing field.
- **Diversity** acknowledges and embraces the unique characteristics that make each of us different. These include, but are not limited to, gender, ethnicity, age, sexual orientation, disability, cultural background, and experiences.
- **Inclusion** is the active process of creating a workplace where everyone feels welcomed, respected, and empowered. It's about ensuring every individual can contribute their perspectives and talents without fear of exclusion or discrimination.



Staff attend WorldSkills Ireland to promote Onnec Apprenticeships



EDI team attend Women of the Future Awards 2024 as sponsors

INTRODUCTION

Our Purpose, Vision & Values

Our Purpose is to create success through connections. We combine the people, relationships and expertise we need to lead the way in connected infrastructure.

Our Vision is to be a place where people thrive and meet their full potential, where different ideas are valued and rewarded. We want Onnec to be an organisation that champions diversity and inclusion in every market, sector and geography we work in, and where the best and most talented people want to join, stay and develop their careers. That means we must ensure that equality, diversity and inclusion are a core part of how we operate at every level of the business.

Our Values are at the core of what we do and how we do it. They define how we operate for our clients, our partners and the communities we work with.



PEOPLE CENTRED

We treat customers, partners and each other with respect. And we believe in investing in people to make great things happen.



KNOWLEDGE DRIVEN

We take pride from being experts in our field.



OPEN MINDED

We stay nimble in thought and action. So we can respond to every challenge.



CURIOSITY-LED

We're interested in the latest innovations. And keep our finger on the pulse.



RESULTS FOCUSED

We set ourselves high standards because we care when our customers succeed.



CIF International Women's Day 2024 conference



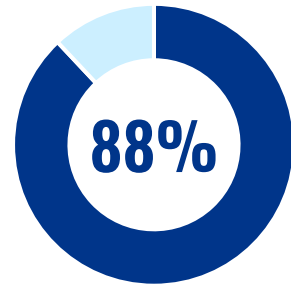
Women of the Future MBA Award 2024 presented by Onnec

OUR COMMITMENT

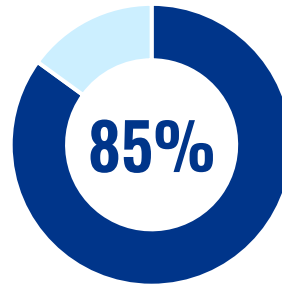
Championing inclusive culture and behaviours

To support our vision is our Equality, Diversity and Inclusion (EDI) Committee, who play a key role in driving change and fostering an inclusive environment for all. The group monitors and evaluates progress on our objectives and reports back to the Exco. The committee is made up of a range of employees from across the group, covering all backgrounds and a diverse mix of job roles, race and gender – our EDI Champions.

Over the last few years, our EDI Committee have worked closely with both the Irish Centre for Diversity and the National Centre for Diversity (NCFD), have achieved a number of awards in recognition of our commitment to EDI. In both the UK and Ireland, we hold the **Silver Investors in Diversity Awards**, as well as being featured in the **Top 100 Inclusive Workplaces UK** list 3 years running. These awards and recognitions affirm that our organisation has been benchmarked against other bodies and continues to develop and foster a shared sense of fairness and belonging among colleagues.



of staff feel there is fairness with regards to recruitment.



feel they have an equal opportunity to succeed within the organisation.



Mental Health Awareness Month's Big Team Walk challenge



Top 100 Inclusive Workplaces Award – presented by Fiona Triller, NCFD

OUR 2025-2026 STRATEGIC GOALS

Commitment to Progress

Through these actions, Onnec aims to lead by example in creating a workplace where diversity is celebrated, inclusion is ingrained in our culture, and everyone can succeed. These 2025–2026 goals reflect our commitment to continuous improvement, accountability, and measurable impact.

| Strategic goal | How we will achieve this |
|--|---|
| <p>People and Culture Foster an inclusive and supportive workplace where everyone feels valued, respected, and empowered to thrive.</p> | <ul style="list-style-type: none"> • Promote Awareness: Expand participation in cultural and inclusion-focused events. • Enhance Belonging: Hold EDI Townhalls with staff to get feedback on the company’s EDI strategy. • Enhance exposure to EDI initiative to site-based staff. • Celebrate Diversity: Spotlight staff, tie company values into our Above & Beyond awards. |
| <p>Recruit, Train and Develop Attract, nurture, and retain a diverse workforce while fostering career growth for underrepresented groups.</p> | <ul style="list-style-type: none"> • Inclusive Recruitment: Women at Onnec campaign to attract more women into the industry. • Targeted Training: Provide EDI-focused onboarding for all new hires and continuous training on topics like neurodiversity, inclusivity, and anti-discrimination practices. • Carry out a review of relevant policies relating to equality, diversity and inclusion and make sure these are accessible to all employees. |
| <p>Record, Review and Monitor Create transparency and accountability for progress toward EDI goals by embedding metrics and reviews in decision-making processes.</p> | <ul style="list-style-type: none"> • Enhance our staff intranet with easily accessible EDI resources. • Ongoing effort to collect demographic data through annual staff surveys, to better understand where there may be gaps in the representation of diversity within the organisation. • Benchmarking: Compare Onnec’s progress with industry standards, setting measurable benchmarks aligned with global EDI best practices. |
| <p>Engage with the Wider Industry Strengthen relationships within the industry to champion EDI and drive meaningful change beyond Onnec.</p> | <ul style="list-style-type: none"> • Leverage Partnerships: Collaborate with clients, partners, and suppliers to promote EDI initiatives across the supply chain, ensuring diversity and inclusion are part of procurement and project requirements. • Actively participate in external organisations and initiatives such as to advocate for industry-wide inclusion. • Promote Collaboration: Host and participate in industry roundtables, webinars, and panels focused on EDI topics, positioning Onnec as a thought leader in fostering inclusion in technology and construction sectors. |

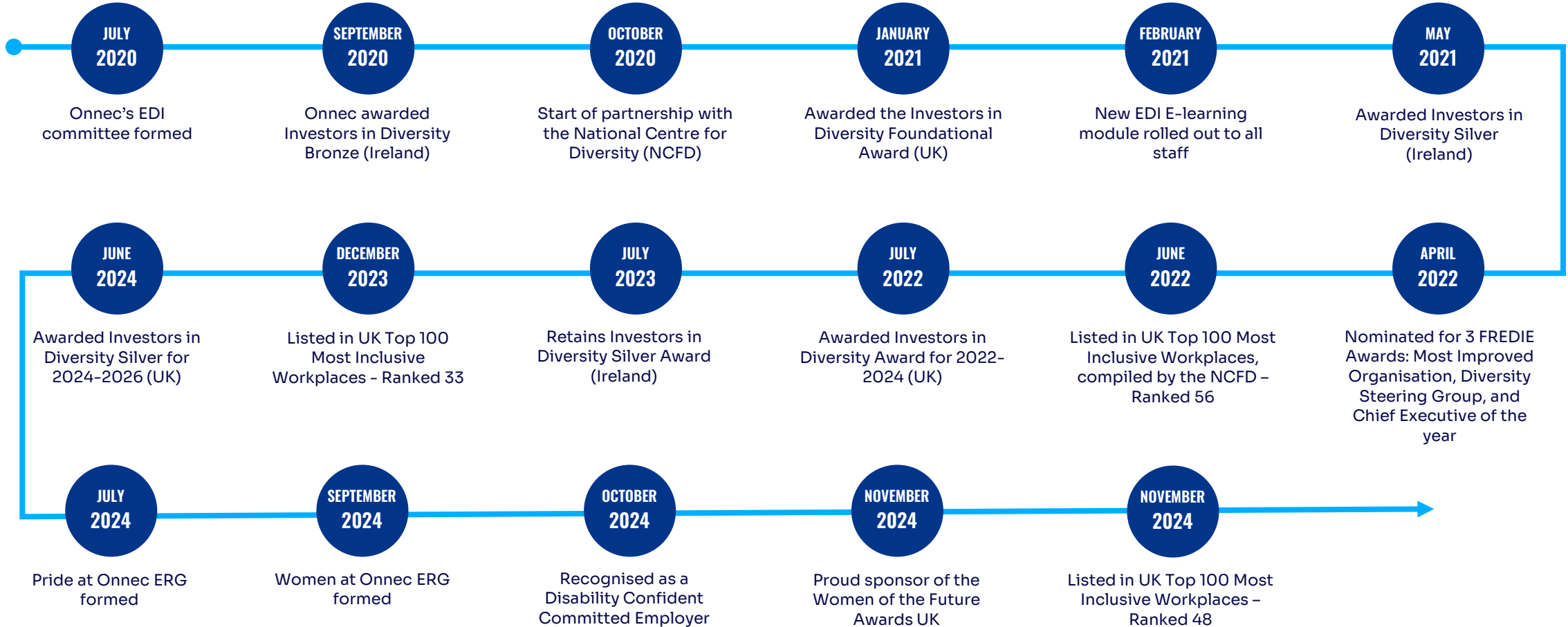
OUR PARTNERSHIPS

Partnerships and Accreditations

We've partnered with organisations to inform and guide our policies and practices and provide resources for our colleagues to support them and raise their awareness.



OUR EDI JOURNEY SO FAR



AWARDS & ACHIEVEMENTS



#48 Top 100 Most Inclusive Workplaces
2024, UK - National Centre for Diversity



Disability Confident Committed (Level 1)
2024, UK - Gov.UK



Investors in Diversity Silver Award
2024, UK - National Centre for Diversity



#33 Top 100 Most Inclusive Workplaces
2023, UK - National Centre for Diversity



Investors in Diversity Silver Award
2023, Ireland - Irish Centre for Diversity



#59 Top 100 Most Inclusive Workplaces
2022, UK - National Centre for Diversity



Investors in Diversity Award
2022, UK - National Centre for Diversity



Investors in Diversity Silver Award
2021, Ireland - Irish Centre for Diversity



Investors in Diversity Bronze Award
2020, Ireland - Irish Centre for Diversity

EMPLOYEE RESOURCE GROUPS

Our ERGs reflect our commitment to fostering inclusion and empowering our diverse workforce

These groups provide spaces where employees can connect, share experiences, and drive meaningful change within our organisation and beyond.

Women at Onnec

Women at Onnec is dedicated to celebrating and supporting the contributions of women across all levels of the company. This group drives initiatives to inspire, develop, and retain female talent while promoting gender equity in the tech industry. Through mentoring, workshops, and events, Women at Onnec fosters a community of empowerment and leadership.

Pride at Onnec

Pride at Onnec provides a safe, supportive space for LGBTQ+ employees and allies. The group champions diversity by raising awareness, hosting educational events, and celebrating milestones. Pride at Onnec ensures that every employee feels seen, valued, and empowered to be their authentic selves at work.



Office team site visit in Dublin



Pride Lunch & Learn in London

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Onnec have consistently shown themselves to be open to feedback from both ourselves at the National Centre for Diversity and from their own employees. They have maintained a strategic focus on EDI activity, and this has been rewarded not only with recognition as an Investor in Diversity but also by featuring in the Top 100 Inclusive Employers list on several occasions.

EDI is led from the top and embedded into the workplace through the very capable management of the EDI steering group.

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Fiona Triller
Advisor/Assessor
National Centre For Diversity
(She/Her)



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Technology is our tool. But our business is really about people. And what our talent can help our customers achieve. Our company was founded and built on exceptional people, and our colleagues continue to be our greatest asset.

Above all, creating an inclusive culture will enable us to unlock the potential of our talented colleagues, improve the performance of individuals and teams and positively impact business results.

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Barry Horgan
Chairman
Onnec
(He/Him)





FOR MORE INFORMATION, PLEASE CONTACT EDI@ONNECGROUP.COM

