

THE MARK OF PROGRESS



Diversity Mark

**INCLUSION IN
MANUFACTURING:**
Creating opportunity for everyone

28th October 2026





Who we are

- The awarding body of the Diversity Mark Accreditation, the first of its kind, launched in 2017.
- A community of organisations committed to becoming more inclusive employers.
- Part of The WiB Group of social enterprises, working towards an inclusive economy.
- A not-for-profit registered charity (NI109037).





The Diversity Mark Accreditation Journey



Diversity Mark
**Charter
Signatory**

Signatory

Publicly commit by signing the Charter and unlock the full Diversity Mark support ecosystem.



Accreditation

First accreditation: set targets, measure progress and get expert independent feedback.



Silver

Deeper impact and leadership as inclusion is embedded across the organisation.



Gold

The ultimate recognition for sustained, exceptional commitment to diversity and inclusion.



Independent assessment, real support

WHAT SETS US APART

Submissions and annual reports are assessed by our panel of 23 independent experts.

Our diverse panel is made up of business experts passionate about making a positive impact on the economy and society.





Representing at least 1 in 4 Employees in NI

200,000+

employees
represented across
the UK and Ireland

~130

organisations working
towards or maintaining
Accreditation





The current workforce landscape

Aging Workforce

1 in 9

working past 65.
double the rate
from 2000

76%

of job hunters consider a
diverse workforce
important when looking
for a new job.

75%

of those who left
manufacturing said feeling
undervalued was a key
reason for departure.

25%

of all NI vacancies classed
as skills shortage
vacancies.*

59%

of workers don't believe
their current place of work
is doing enough to
support diversity and
inclusion.



Why diversity and inclusion matters



Talent

Attract top talent into your organisation.



Culture

Building spaces where colleagues feel valued creates a stronger, more engaged workforce.



Reputation

Gain recognition as a leader in inclusivity within your community and sector.

Businesses that embrace D&I consistently perform better and generate more profit*

*McKinsey & Company study of 1,000+ companies in 15 countries.



Diversity Mark

Talent, culture & reputati

Begin your Signatory journey
turn your commitment into action

Sign up to get access to our events

2 Join a community of dedicated
from peer to peer learning.

Explore our Accreditation framework

The value of Diversity Mark has been profound for us.

Inclusion in Manufacturing

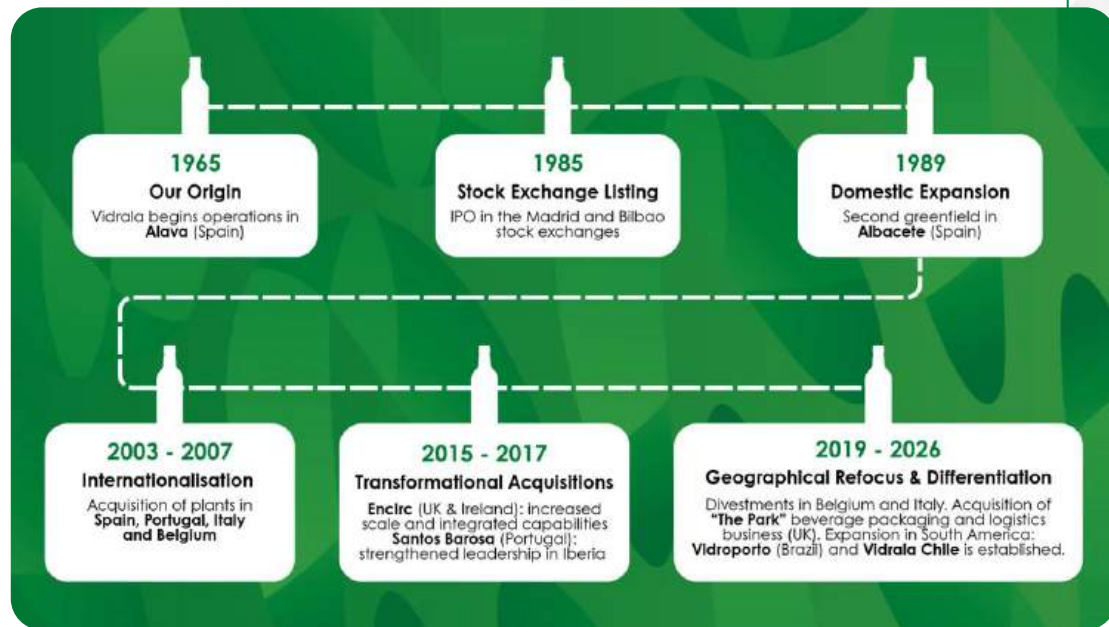
Creating opportunity for everyone

www.vidrala.com



Vidrala
Who are
we?





Stronger together

Main figures 2025



We create value and future in a sustainable way:



Sales

1,465.2

EUR million

-5,4% YoY organic



EBITD

441.0

EUR million

30.1% EBITDA margin



Net Profit

219.6

EUR million

≈ EUR 6.24 per share



Net Debt

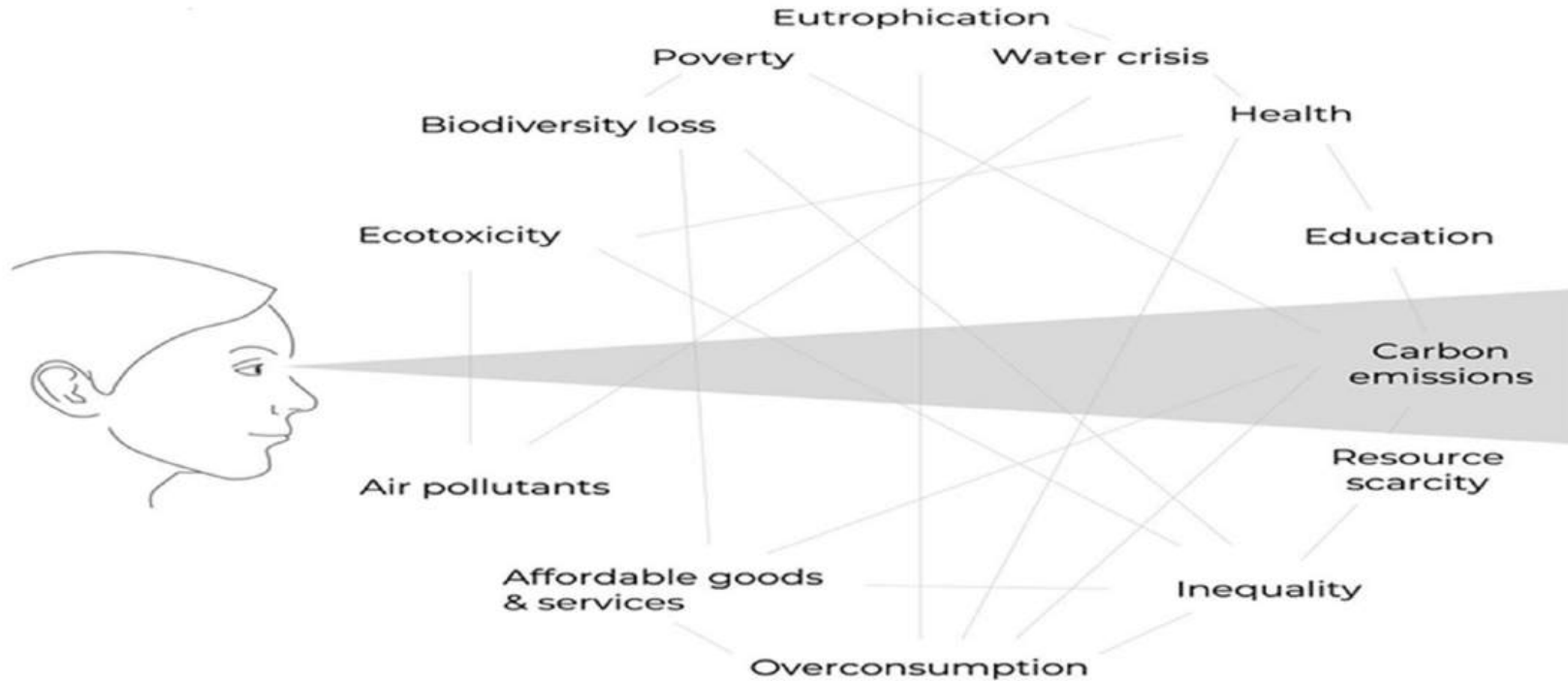
105.3

EUR million

0.2x leverage ratio

Customer, competitiveness and Capital, the guidelines on which will be sustained our ambitious future.

Sustainability for us...



Carbon tunnel vision

4P's of sustainability



PEOPLE

Capability, inclusion, engagement



PLACE

Pride, belonging, connection



PLANET

Responsibility, purpose



PROSPERITY

Sustainable, long-term performance

GLASS
MADE
GOOD

- Geopolitical uncertainty
- Rapid technological change
- Skills shortages
- Social inequality
- Mental health challenges
- Climate pressures
- Constant disruption
- Workforce availability



"In Northern Ireland, the challenge is no longer simply creating jobs; it is ensuring there are enough people, with the right skills, who want to work in manufacturing. Inclusion is therefore a workforce strategy as much as a people strategy."

- Leadership in uncertainty
- Skills for a changing world
- Cultures that support innovation and resilience
- Inclusive high performing teams



Encirc recognises that diversity impacts on bottom line business results & employee well-being and pledges to work to significantly improve women's representation across our business. To achieve this, we will adopt the recommendations outlined below:

1. Each crew / shift will have a minimum of 3 females. We will commit to having no single crews/ shift with only 1 woman (***unsure of the terminology to use here- basically I mean, there will be no situation where we only have 1 woman on a shift*)
2. We will commit to ensuring every employee that forms part of the recruitment process has been educated in unconscious bias and relevant legislation.
3. We will commit to removing names and other relevant information from CVs to avoid any potential bias, and these details will only be disclosed once interviews are confirmed.
4. We will commit, where possible, to no single gender candidate lists. Exceptions will only be made where, despite recruitment campaigns, there are only single gender applicants.
5. We will ensure statistics regarding women across all levels, are transparent to all in our business, with details disclosed in our annual report, Exec meetings and on our website.
6. We will ensure women in our organisations receive a total reward package that is commensurate with male peers and that gender pay gap reporting evidences this.
7. We will ensure that females are provided the same opportunity to broaden their knowledge and accessibility to senior roles, as male counterparts.
8. We will share and promote awareness to align our suppliers to our charter.
9. We will commit to raising awareness, with all employees, promoting the benefits and removing the barriers to diversity in the workplace.
10. We commit to seeking feedback from all female employees about their 'Encirc employee experience' at regular intervals.
11. We will commit to gender neutral language in general communications, job ads etc.
12. We will commit to diversity on interview panels for ALL roles at Encirc.

OUR EDI VISION: "WE ARE COMMITTED TO CREATING AN ENVIRONMENT WHERE DIFFERENCE IS VALUED, EVERYONE FEELS THEY BELONG AND HAS THE OPPORTUNITY TO PERFORM AT THEIR BEST"

01

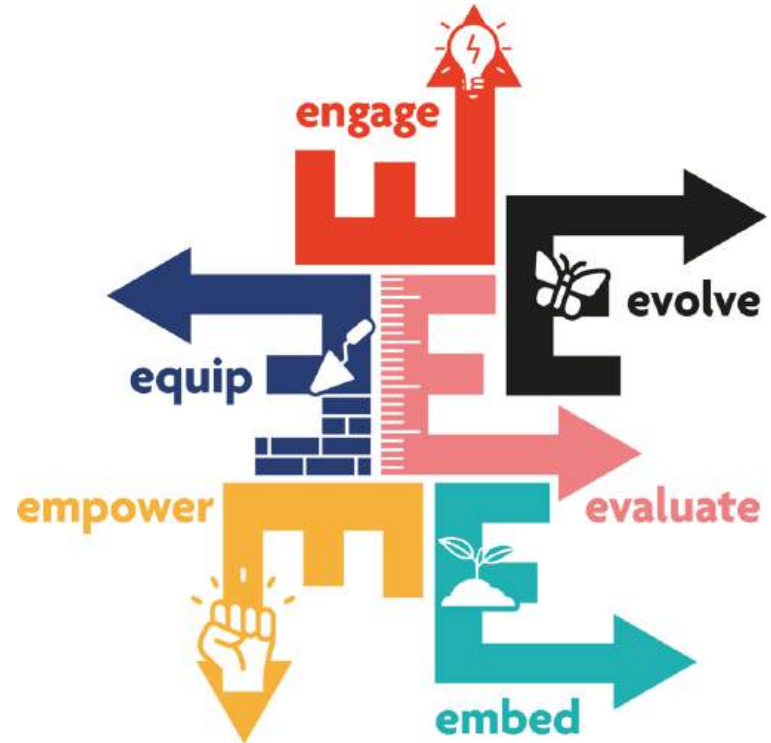
Ownership: Increase employee perception of shared inclusion responsibility.

02

Representation: Improve representation from key groups e.g. neurodiverse, female, disability, LGBTQ+, age and improve the experience and outcomes for these groups.

03

Employer brand: Strengthen our brand to attract and retain diverse talent.



EDI – 4 focus groups



Staff led committees

Women in Manufacturing, IGNITE, Neurodiversity, LGBTQ across sites

~1 in 8 employees

Including shop-floor colleagues, are members of sustainability and people-focused committees across our sites.

External recognition

Silver Diversity Mark accreditation, Autism Impact NI, Diageo Diversity Excellence award



Diversity is being invited to the party, **inclusion** is being asked to dance
- Verna Myers



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Take the first step



Book a call

Speak with a member of the Diversity Mark team.



Talk it through

Discuss where your business is today and where you'd like to improve.



Start with confidence

Begin your diversity and inclusion journey and become a more inclusive employer.

diversitymark.org | info@diversitymark.org or giulia@diversitymark.org



Questions?

