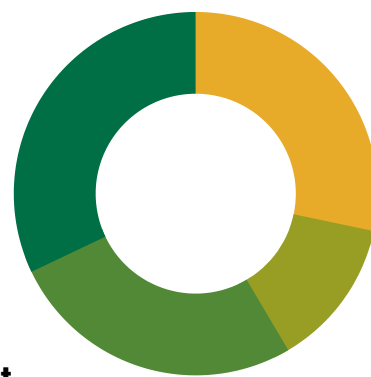


POLICY ON DIVERSITY

EFC Members were asked if their organisation has a **policy on diversity**.

Yes, and it covers all areas of our work
32%

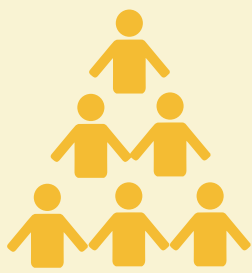


No, and we do not intend to develop one
28%

Yes, and it covers some of our work
26%

No, and we are considering developing one
13%

WE HAVE A POLICY COVERS ALL AREAS OF OUR WORK



97
average number of employees

- 11%  Denmark
- 11%  Norway
- 11%  United Kingdom
- 11%  United States
- 56%  Other

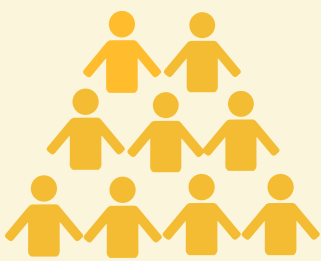
11%

LOOKING FOR NEW STAFF WITH DIFFERENT SKILLS









61% PLAN TO INCREASE STAFF

WE HAVE A POLICY COVERS SOME AREAS OF OUR WORK

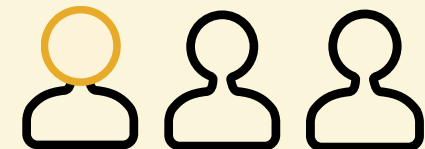


133
average number of employees

- 19%  The Netherlands
- 13%  Germany
- 13%  Italy
- 13%  Portugal
- 13%  United Kingdom
- 29%  Other

6%

LOOKING FOR NEW STAFF WITH DIFFERENT SKILLS








12% PLAN TO INCREASE STAFF

WE HAVE NO POLICY WE ARE CONSIDERING DEVELOPING ONE



27
average number of employees

- 29%  Italy
- 29%  Switzerland
- 14%  Finland
- 14%  Greece
- 14%  Norway

29%

LOOKING FOR NEW STAFF WITH DIFFERENT SKILLS



57% PLAN TO INCREASE STAFF

WE HAVE NO POLICY WE DO NOT INTEND TO DEVELOP ONE

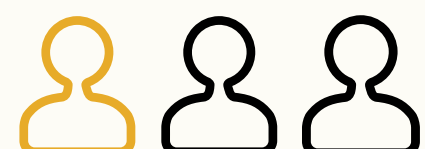


16
average number of employees

- 20%  Italy
- 20%  The Netherlands
- 13%  Germany
- 13%  Switzerland
- 34%  Other

13%

LOOKING FOR NEW STAFF WITH DIFFERENT SKILLS



27% PLAN TO INCREASE STAFF