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Our people, our customers, our business

Welcome to your Great Insights update. Ahead of LGBTQIA+ History Month 2024, we wanted to share our DE&I journey so far.



Exertis, and our parent company DCC Technology, is committed to fostering an inclusive environment that celebrates our colleagues' differences and ensures everyone feels valued, respected, and empowered. Here's some of the steps we've taken recently to achieve this. Watch our video, which outlines our DE&I objectives.

[Watch our video](#)

Our diversity, equity and inclusion timeline



'I am passionate about cultivating an inclusive workplace, and am thrilled to highlight our "Women in Leadership" webinar scheduled for the end of this month. This event features DCC's female board members sharing invaluable insights on leadership, networking, and the evolving role of women in business.

Moreover, we're focusing on empowering individuals with disabilities. Our diversity survey revealed that 12% of our team members identify with a long-standing physical or mental disability. Our commitment is to ensure their full inclusion and support within our business.'

Kim Lonas
Global Diversity Inclusion Program Lead for Exertis Group

Have you heard?



DCC's First DE&I Report

DCC Technology launched our first DE&I Report, which outlines our efforts to promote diversity, equality, inclusion and belonging within our workforce.

[Read the report](#)

[Listen to the report here](#)

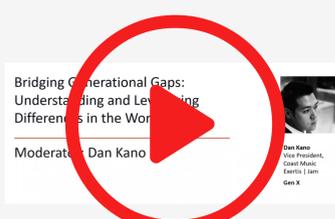


Sunflower lanyards

Not every disability is visible - some are hidden. That's why we've introduced sunflower lanyards, which are available in all our offices. This will ensure that colleagues are aware that some individuals may need more assistance.

Keep an eye out for these lanyards when you visit any of our offices.

[Find out more](#)



Spotlight on diversity webinars

In November, we hosted our latest diversity webinar, focused on Generational Differences. Speakers included Exertis JAM's Caitlin Doherty, VP Erikson Audio, and Dan Kano, VP Coast Music, as well as Almo Corporation's Eva Killian, Learning and Development Specialist, and Keith Mecutchen, VP National Sales and Services Division.

[If you missed it, you can watch the session back here](#)

The heart of our business



'Our Employee Resource Groups (ERGs) were set up to foster, nurture, and bring to fruition a diverse, inclusive and welcoming culture at Exertis. Over the past 12 months, we've established five ERGs - Enable, Ethnicity, LGBTQIA+, Menopause, and Women - that have delivered excellence across the board and we're only just scratching the surface. Our efforts have made a real difference to our colleagues working at and with Exertis.'

Mark Burton
Chair of LGBTQIA+ ERG and Global DTC Product Owner

At DCC Technology, we're celebrating our colleagues' differences. Working to make sure everyone has the same opportunities, and ensuring that when we move forward, we move forward together. This is our commitment.