

Embracing Diversity and Inclusion: Mergon Group's Path to Success.

Did you know that Mergon started out in Castlepollard, a small village in the middle of Ireland, in 1981 with only 9 employees? And even then we pushed boundaries, hiring married females at a time when it was not common in Ireland.

Fast forward to 2023 and Mergon boasts a hugely diverse team incorporating; 1129 employees speaking 28 languages from 37 nationalities. In the last 12 months alone, we added a new geographical location, 7 new languages, 11 new nationalities and more than 200 new people.

We are an engineering company, in a sector where there are less than 30% female engineering graduates. Yet in what is traditionally regarded as male centric industry Mergon has seen a 125% increase in female participation in our workforce over the last decade.

The real challenge is ensuring that we are truly inclusive.

So what are we doing to meet the challenges?

Inclusive Leadership:

Leadership plays a crucial role in shaping an inclusive work culture. Just this month every manager in Mergon Group completed an inclusive leadership training course. We are committed to doing more to foster an environment where every voice is heard and valued. We actively promote collaboration, open communication, and mutual respect, setting the tone for a supportive and inclusive workplace. Inclusive leadership not only empowers employees but also inspires them to excel in their roles.

Building Diverse Teams:

Recognizing the importance of diverse perspectives in decision-making, Mergon Group prioritises building diverse teams across all levels of the organization.

By bringing together individuals with varied backgrounds and experiences, we ensure a broad range of viewpoints, ideas, and innovative solutions. This approach enhances creativity, problem-solving, and overall team performance.

We have introduced gender decoding into our job advertisements to ensure that we are not excluding anyone. We work hard to establish diverse candidate pools and ensure that we evaluate on merit and abilities.

In our day to day activities we strive to create diverse project teams and proactively work to ensure their voices are heard.

Creating a Welcoming Environment:

By fostering a welcoming environment, Mergon Group encourages employees to bring their whole selves to work, fostering a sense of belonging and empowerment. We look to our core values of Care, Confidence and Curiosity to drive our business forward.



Our onboarding process is grounded in our values and is central in integrating new employees into Mergon. Our Wellness Committees in each location play a key role in creating this welcoming environment – from coffee mornings to lunch time walks there are many opportunities to get to know and chat with fellow colleagues.

Celebrating our Diversity:

We celebrate World Day of Cultural Diversity at each of our locations annually – from tasting new foods to learning how to say hello it is a great and simple way to learn more about each other.

Each June we celebrate Pride month, we use the celebration to reinforce our efforts in fostering a culture of inclusion. It's really important to us that everyone is happy at Mergon and feels they can be themselves and thrive at work.

We are truly diverse.

Embracing diversity, equity, equality and inclusion (D, E, E & I) in the workplace benefits not just us but our employees, our customers and our business.

Our company culture is the collective sum of the individual differences, background, life experiences, knowledge, self-expression, work style + unique capabilities, that our employees invest in their work. Our talented and diverse workforce reflects the diversity of our customers and markets.

We utilise the widest range of skills, knowledge and experience in our business while complying with legislation.



A big part of our work during the month is learning more about what we can do as leaders and hearing what suggestions our employees have.

International Women's Day is our opportunity to look back on what has been achieved but more importantly focus on what more we need to do. To date that has included the creation of a female employee representation group and the launch of FAME our learning and development programme.

Training and Education:

Mergon Group invests in training programs and educational initiatives to enhance diversity and inclusion awareness among its employees. These initiatives range from unconscious bias training to values and behaviour workshops. By promoting inclusion in the workplace, Mergon Group aims to eliminate barriers and biases that may hinder the success and growth of individuals from underrepresented groups.

Supplier Diversity:

Mergon Group understands the importance of extending diversity and inclusion beyond its own workforce. By engaging with a diverse range of suppliers, Mergon Group not only strengthens its supply chain but also contributes to the overall growth and prosperity of diverse communities. This is an area of focus for us this year.

Conclusion.

Mergon Group's commitment to diversity and inclusion goes beyond words on a page—it is embedded in the company's core values and behaviours.

We are creating an environment that values and leverages the power of diversity. This commitment will not only lead to increased employee satisfaction and engagement but has also enhanced the company's ability to innovate, adapt, and thrive in today's dynamic business landscape.

