

2024 WINNERS

THE STRATEGY

Alcon's vision statement reads: *"To help people see brilliantly, we see each other brilliantly."* The organization is committed to honouring all dimensions of diversity, foster a culture of inclusion, holding themselves accountable, and ensuring fair treatment within the workplace.

The enterprise established a multi-year Diversity & Inclusion (D&I) strategy based on a comprehensive global assessment, and their performance of core areas such as talent management, acquisition, leadership development, and engagement.

Beyond this, D&I activities were embedded into the product marketing campaigns, such as *"It's important that you see it."* The campaign included four phases throughout July, each featuring different messages that gave information to promote awareness and visibility for the LGBTQ+ community.

The organization is also continuously training and educating themselves on LGBT-related issues and current events.



PROJECT LEAD

**Juan José Criado
Leon**
HR Head

DIVERSITY & INCLUSION IMPACT AWARD

Alcon



RESULTS

88%

Inclusion Result *

90%

**Of Global Managers
Undertake Unconscious
Bias Training**

80%

**Equal Opportunity
Result ***

**According to Q4 2023 Survey*



TALENT MANAGEMENT

When recruiting, Alcon have included messaging to reflect their commitments to D&I: *"Alcon takes pride in maintaining a diverse environment, and our policies are committed to non-discrimination in recruitment, hiring, training, promotion, or other employment practices based on race, color, religion, gender, national origin, age, sexual orientation, gender identity, marital or veteran status, disability, or any other legal status."*

In Alcon Global Services Mexico, the work demographic is currently 43% women and 57% men, across the 11 different functions they oversee.

In the onboarding process, they have developed specialized content based on building trust and promoting fair treatment. The onboarding process also includes information about handling claims against the antidiscrimination policy, so employees have a dedicated channel to report any concerns.

The OPEN ERG group also has a dedicated space to discuss initiatives and invite employees to enroll/ participate.

OPEN EMPLOYEE RESOURCE GROUP

Within Alcon and Alcon Global Services, there is a committee called OPEN Employee Resource Group. This group is a part of the global D&I team and includes several employees from the organization. Juan José Criado, the Head of HR for Mexico, serves as the sponsor of OPEN in Mexico.

This group leads all activities related to D&I, such as through events, summits, and talks. Through these efforts, Alcon have been awarded as one of the best workplaces for the LGBTQ+ community in Mexico by The Human Rights Campaign Foundation.

The initiative aims to establish a supportive community for LGBTQ+ associates and their allies, and enhance awareness.

The OPEN community comprises over 450 members and spans across multiple sites/countries at Alcon. In Mexico alone, 29 associates are part of the OPEN Mexico team. Notably, 60% of OPEN members identify as allies. Alcon and OPEN members have actively participated in multiple pride parades in the US, Mexico, Brazil, and Europe.

