

Our commitment to diversity

For years, Ernst & Young has followed an integrative personnel policy in which we nurture the various qualities of our employees. Our multicultural corporate culture with its project teams in which men and women of different nationalities, religions and age groups cooperate generates intellectually diverse ideas. This enables the company to better respond to the various ways of thinking and needs of its clients. One key aspect of diversity at Ernst & Young Switzerland is gender diversity.

Since 2006, Ernst & Young Switzerland has specifically sought to sustainably lower the turnover rate and increase the number of female employees. In January 2008, Dr. Erika Schraner, Head of the Transaction Integration Services Department, became chairwoman of the GROW Initiative (Growth and Retention of Women) with the following questions in mind: What's working, what should be improved in the future, what should be added? She then formed a mix-gender GROW Committee, representing Ernst & Young's different business units, functions, languages, and geographies.

The GROW Committee has set four main targets for the program:

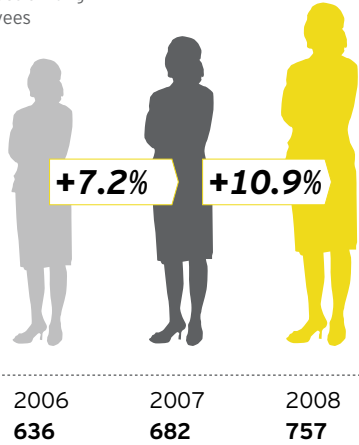
- ▶ All Ernst & Young employees should have the same opportunities.
- ▶ Every year, the number of women should increase on all hierarchical levels.
- ▶ The retention rate of women in the company should improve.
- ▶ All employees should have more flexible working arrangements.

Executive management agreed to support the GROW Initiative over the long term, demonstrating our firm's commitment to diversity and making GROW a top priority within Ernst & Young. The achievement of the defined GROW targets is assessed with measurable criteria and indicators and is included in the performance evaluation of top managers. The aim is to integrate gender diversity into company processes so it can become a part of the decision-making process in our operational business.

"The GROW Initiative has already achieved a great deal, but now we need to take it to the next level," explains Dr. Schraner. The pilot mentoring program which was launched 2 years ago, in which an Ernst & Young partner mentors a female employee has been a major success. Ernst & Young recently formalized and expanded the program to include a much larger number of female employees and open up the opportunity to mentor to senior managers, executive directors in addition to partners. The mentor serves as a person of trust, a counselor and coach for questions of all kinds, also supporting the mentee in informal networking.

FEMALE EMPLOYEES

Number of female employees among the 1,879 full-time employees



There are two other programs that Ernst & Young is promoting under the GROW Initiative - a networking concept which supports people networking at Ernst & Young as well as outside the company, and a program to help women better manage work-life balance. In our society today, child care is another hot topic that affects both mothers and fathers. Child care and work flexibility has become a corporate-wide initiative at Ernst & Young which is being driven by the Human Resources department and support by GROW.