

EPCA Diversity & Inclusion Short Survey 2025

Thank you for taking the time to fill this important short survey to understand Diversity and Inclusion initiatives at your company. This survey is run by the EPCA in partnership with Women in Logistics.

It contains two parts:

Part 1 aims to understand the status of Diversity & Inclusion in the Petrochemical Industry and facilitate the journey towards it.

Part 2 will focus on experiences and perspectives for Women in the Logistics Industry. Your insights are crucial for understanding the current landscape, identifying challenges, and highlighting opportunities for growth and advancement.

We will provide the aggregated report on the EPCA website and through Women in Logistics communication channels, and hope this will be the start of a wider discussion in the industry, inspiring further measures on Diversity & Inclusion.

This survey is voluntary, and your survey responses will be treated as confidential. They will be used to produce analyses and reports that are not identified with or attributed to you individually or the company. Please note that the content of the open text fields may be shared “as is,” so please do not include information which can identify you or anybody else. In addition, your survey responses may also be used and retained by EPCA and Women in Logistics for research, data analysis, and statistical purposes, including to benchmark and identify insights across survey participants.

By proceeding and participating in this survey, you acknowledge the processing of your responses in the manner and for the purposes described above.

Company Profile - General

Please enter your full name.

Please provide your email-address.

What is the official name of the company?

Based on responses, you may be selected for a follow-up interview to further discuss the experiences and insights for Women in Logistics. These interviews are optional and will help us better understand the conditions and the needs in the sector. **Would you be willing to participate in a follow-up interview if selected?**

What is the company's primary industry or sector?

If your organization participates in more than one industry, please select the one industry in which you are most involved.

- Warehouse
- Terminal
- Chemical Manufacturer/ Producer
- Transportation Company
- Trader/Distributor
- Freight Forwarder

Which company type do you represent?

- LSP (Logistics Service Provider)
- Chemical company
- Other (Please specify)

How many locations overall does the company operate in the European Economic Area (EEA) + UK, Switzerland and Turkey?

- 1-5 locations
- 6-10 locations
- 11-20 locations
- 21-50 locations
- <50 locations

How many employees does the company currently have in the European Economic Area (EEA) + UK, Switzerland and Turkey?

- <500
- 500-2,499
- 2,500-4,999
- 5,000-9,999
- >10,000

What is your organization's global annual revenue in 2024?

- <€10mn
- €10mn-50mn
- €50mn-100mn
- €100mn-500mn
- €500mn-1bn
- >€1bn

Part I - EPCA Diversity and Inclusion Survey

The following questions focus on Diversity and Inclusion in the Petrochemical Industry. The results will be used to track the progresses achieved in the EPCA community since the last survey in 2021, to have a better visibility on the current status of Diversity and Inclusion in the petrochemical sector and compare it with other industrial sectors.

If you have questions about this part of the survey, please contact EPCA's Senior Advisor, Lydia Pernal-Stoddart at tlt.committee@epca.eu.

Tracking

Which diversity measures does your company track?

(please check all that apply)

- Gender
- Age
- Academic background
- Experience
- Ethnicity
- Sexual orientation
- None of the above

Going forward, this survey will focus on gender diversity (m/f/d). Some questions focus on female share only (when explicitly mentioned).

What is the female share of total employees in 2024 in your organization?

(in % of employees)

If available, please provide the female share of blue collar employees (operations, manufacturing, terminal) in 2024

(in % of blue collar employees)

If available, please provide the female share of white collar employees (office-based) in 2024

(in % of white collar employees)

Do you have a target for female share of total employees set for 2025?

- Yes, a specific % target
- Yes, a qualitative one
- No

What is your specific target for female share of total employees set for 2025?

(in % of total employees)

What is your qualitative target for female share of total employees set for 2025?

(free text)

Recruiting

Which of the following practices do you currently have in place to promote gender equality in recruiting?

Gender equality refers to the equal treatment, acceptance and expectations of both males and females. Please chose all that apply.

	Current practice	Not current practice
Gender sensitive language in recruitment ads / employer branding content	<input type="radio"/>	<input type="radio"/>
Awareness of gender recruiting biases	<input type="radio"/>	<input type="radio"/>
A combination of male and female interviewers	<input type="radio"/>	<input type="radio"/>
Attendance at gender-specific industry networking events	<input type="radio"/>	<input type="radio"/>
Gender-specific recruiting events	<input type="radio"/>	<input type="radio"/>
Others, please specify	<input type="radio"/>	<input type="radio"/>

Inclusion, Retention and Promotion

What is the annual turnover of total employees in your organization in 2024?
(in % of employees that leave during a year)

What is the annual turnover of female employees in your organization in 2024 ?
(in % of female employees that leave during a year)

For which of the following inclusion dimensions does your company have proactive measures, processes or activities in place to make diverse talent feel they can be themselves to enable them to be their true best?

	Proactive measures in place	Not in place/ don't know
Fairness (e.g., work-life support, resource accessibility, meritocracy, impartiality)	<input type="radio"/>	<input type="radio"/>
Acceptance (e.g., Protective mechanism, identity expression, participative decision making)	<input type="radio"/>	<input type="radio"/>
Affiliation (e.g., building social cohesion, diverse team building)	<input type="radio"/>	<input type="radio"/>
Belonging (e.g., advocacy, esteem)	<input type="radio"/>	<input type="radio"/>
Meaning (e.g., mentorship, helping behavior)	<input type="radio"/>	<input type="radio"/>
Authenticity (e.g., allyship, idea integration)	<input type="radio"/>	<input type="radio"/>
Others	<input type="radio"/>	<input type="radio"/>

Please provide examples of career critical assignment in your organization. Does your organization have in place processes to ensure women and men have equal access to career-critical assignments?

(free text)

Which of the following flexible work programs does your organization offer?

(check all that apply)

- Part-time schedules for managers
- Job sharing initiatives
- Leaves of absence / sabbaticals
- Maternity leave
- Paternity leave
- Eldercare leave
- Virtual office where possible (home office, mobile working, etc.)
- Choice of schedule for staff planning (e.g. only morning shift, only Saturday shift)
- Switching schedule with colleagues
- Other:
- None of the above

Organization and overall

Where does gender equality rank on the strategic agenda for each of the following parts of your organization?

(check all that apply)

	On top 5 strategic agenda	On the strategic agenda but not in top 5	Not on strategic agenda
Global Management Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country / Organization Management Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Head of HR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rest of management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How has the perceived priority of gender equality evolved in the past two years according to employee surveys or exit feedbacks?

- Increased in priority
- Decreased in priority
- No change

How many people in your organization are directly dedicated to work on DEI (Diversity, Equity and Inclusion)?

- 0
- 1-2
- 3-5
- >5
- Don't know

If there are dedicated employees working on DEI topics, who do they report to?

Do you track effectiveness of DEI measures in your company?

- Yes
- No
- Don't know

What are the 3 key measures your company has done or plans to do to get to gender equality in place?

(free text)

Is there anything else you'd like to share with us related to the topic of Diversity and Inclusion in the Petrochemical industry?

Part II – Women in Logistics survey

The following questions will focus on experiences and perspectives for Women in the Logistics Industry. Your insights are crucial for understanding the current landscape, identifying challenges, and highlighting opportunities for growth and advancement.

If you have questions about this part of the survey, please contact Serra Akin, feurwil@dow.com.

Please answer all following questions for the **European Economic Area + Switzerland, Turkey and UK**.

If your company is considered a **logistics service provider**, please answer all questions for the **whole of the company**. For **Chemical Manufacturers**, please only count your **Logistics group**.

Women in Leadership

What is the percentage of your employees of your logistics organization that identifies as female?

Reminder: If your company is considered a logistics service provider, please answer as the whole of the company. For Chemical Manufacturers, please only count your Logistics group.
(in % of employees)

What is the percentage of your First Line leaders that identifies as female?

Front Line Leadership is defined as people who are direct managers of individual contributors.

What is the percentage of your middle management that identifies as female?

Middle management is the intermediate management level of a hierarchical organization that is subordinate to the executive management, but above front line leadership

What is the percentage of your C Suite Level/ Executives that identifies as female?

Do you have a company target for percentage of women in Leadership Roles?

Yes

No

If you have a target for women in Leadership Roles, please share your target percentage.

What barriers do you see hindering female representation in leadership roles within the logistics industry?

What action(s) is your company taking to attract more female talent into leadership positions?

Women in Operations

Scope: Operators; Blue collar personnel, working in warehousing/terminals/on-site logistics. Exclude drivers and admin workers.

What is the percentage of your total operator workforce that consists of part-time and full-time employees in Europe?

Reminder for all questions:

- If your company is considered a logistics service provider, please answer as the whole of the company. For Chemical Manufacturers, please only count your Logistics group
- Geographic scope: European Economic Area + Switzerland, Turkey and UK

What is the percentage of your total operators working part-time?

In which country does your organization have the highest percentage of operators identifying as female?

Choose from Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom

Please provide the % of operators identifying as female in this country.

In which country does your organization have the lowest percentage of female operators?

(see list of countries above)

Please provide the % of operators identifying as female in this country.

What is the average duration of employment for your full-time contracted operators?

Please specify the average duration in years

What is the average age of your full-time contracted operators?

What initiatives has your organization implemented to attract and retain female representation within the operators group?

Please list any specific programs, benefits, or strategies (e.g., flexible work hours, employee development programs, recruitment campaigns)

What are the challenges that your organization faces in attracting operators identifying as female?

- Limited candidate pool
- Competition from other companies
- Salary and compensation issues
- Lack of awareness about the organization
- Job location or commute difficulties
- Required skills and qualifications
- Other (please specify)

Women Truck Drivers

(only to be answered for **freight forwarder** and **transportation companies**)

What is the percentage of drivers identifying as female of your overall (driver) headcount in Europe?

Reminder: Geographic Scope Europe Economic Area + UK, Switzerland and Turkey

What are the 3 countries with highest percentage of drivers identifying as female?

(list of countries see above section)

	Country	% of female drivers
1		
2		
3		

What are the 3 countries with the lowest percentage of drivers identifying as male?

(list of countries see above section)

	Country	% of female drivers
1		
2		
3		

What is the percentage of the total drivers workforce in specific age bucket by gender?

(The sum of the matrix should add up to 100% to represent the total drivers workforce)

	%male drivers	%female drivers
18-25		
26-35		
36-45		
46-55		
>56		

How many years of experience does your workforce have in this role on average?

What is the primary route or area of operation for the driver workforce of you company?

- Local /Regional
- National
- International
- On-site terminal truck driver

What is the percentage of the current employment type within in the company by gender?

(The sum of the matrix should add up to 100% to represent the total drivers workforce)

	%male drivers	%female drivers
Full-time (36 – 50+ h / week)		
Part-time (0 - 36 h / week)		
Self-employed		
Other		

If Other please specify

What barriers do you see hindering female representation in driver roles with the logistics industry?

What action(s) is your company taking to attract more female workforce into driver positions?