



## Press release

Berlin, November 29, 2024

# ESMT Berlin recognized as a top employer

**Handelsblatt has named ESMT Berlin among Germany's best employers, recognizing its promoting diversity, equality, and non-discrimination.**

The market research institute SWI Human Resources identified outstanding employers across four size categories in its study for Handelsblatt and evaluated fair career advancement, remote work, and family-friendliness. Nearly 2,000 companies participated, and the 129 named winners scored at least 70 out of 100 points.

ESMT has implemented a range of initiatives to promote diversity, equity, and inclusion (DEI) within its workforce. With employees from 55 nationalities and 65% of leadership roles held by women, ESMT actively promotes inclusive excellence through initiatives like its Gender Equality Plan (2022–2025) and the DEIBridge Action Council. The DEIBridge Action Council unites employees, students, and alumni to create a safe, empowering, and welcoming environment across all parts of the international business school.

ESMT supports its employees through family-friendly practices, including up to five days of paid childcare leave annually, as well as mental health programs, flexible and mobile work options, and professional development opportunities. Employees have access to language courses, health programs, leadership exchanges, and free or discounted enrollment in ESMT's educational programs. Initiatives such as the Girls' Day and Diversity Day further reflect ESMT's commitment to celebrating cultural diversity and fostering a spirit of inclusivity and understanding.

Since July 2024, the newly appointed DEI manager Julieta Alvarez Caicedo has taken a holistic approach to embedding DEIB principles across the institution. Under her guidance, ESMT is building on prior successes, such as signing the "Charta der Vielfalt" in 2019, and introducing new measures to address evolving needs.

Carolin Ludwig, deputy director of Human Resources, said, "This recognition highlights the impact of our sustained efforts to promote fairness, inclusivity, and professional growth at ESMT. From our Gender Equality Plan to the DEIBridge Action Council, we are dedicated to creating a workplace that champions equal opportunity and celebrates diversity at every level."

More information: <https://www.handelsblatt.com/karriere/karriere-diese-unternehmen-sind-vorreiter-in-sachen-vielfalt/100076047.html>

### About ESMT Berlin

ESMT Berlin is a leading global business school with its campus in the heart of Berlin. Founded by 25 global companies, ESMT offers master, MBA, and PhD programs, as well as executive education on its campus in Berlin, in locations around the world, online, and in online blended format. Focusing on leadership, innovation, and analytics, its diverse faculty publishes outstanding research in top academic journals. Additionally, the international business school provides an interdisciplinary platform for discourse between politics, business, and academia. ESMT is a non-profit private institution of higher education with the right to grant PhDs and is accredited by AACSB, AMBA, EQUIS, and ZEvA. It is committed to diversity, equity, and inclusion across all its activities and communities. [esmt.berlin](https://www.esmt.berlin)

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