

# Contents

	<i>page</i>
<i>Introduction and research questions</i>	9
Chapter One	
<i>The relationship between diversity, inclusion and sustainability</i>	11
1. Introduction	11
2. Analysis of the current literature	12
3. The “social” pillar of the ESG acronym	17
4. The birth and development of DM	24
4.1. The beginning	24
4.2. The development of Diversity Management	26
4.3. A literature review on gender diversity management	31
Chapter Two	
<i>E.U. legislation on sustainability and diversity</i>	33
1. Introduction	33
2. The E.U. laws on ESG topics	34
3. The E.U. laws on diversity	42
Chapter Three	
<i>The empirical analysis</i>	51
1. The research questions	51
2. The method of analysis	52
3. The selection of the sample	55

	<i>page</i>
4. The results	56
5. Comments on the results	72
<i>Discussion, limitations and future research</i>	81
<i>Annex 1</i>	87
<i>References</i>	95