

# PROTIVITI'S COMMITMENT TO GENDER EQUITY

## Gender Equity

We are dedicated to increasing our female representation within our company, with a keen focus on our leadership levels.

Equity asks us to acknowledge that everyone has different requirements and lived experiences while aiming to remove barriers that prevent the inclusion of our diverse colleagues and our community members.

We are continuously strengthening our commitment to gender equity through:

- Education
- Communication
- Recruitment
- Advancement
- Retention
- Mentorship
- Sponsorship
- Community Outreach



### COMMITMENT TO GENDER EDUCATION

With the help of our strategic partnerships and employee network groups, we continually educate our people on gender equity with a focus on intersectionality, active allyship and gender bias.



### OUR GENDER GOALS

We are committed to increasing our female representation within our company and equality at the leadership level. As such we have created goals that are a part of our overall company goals and are communicated to all employees.



### OUR WOMEN'S EMPLOYEE NETWORK GROUPS

We have two global networks focused on increasing gender equity - **iGROWW**, an initiative for the Growth and Retention Of Women in the Workplace and **GET IT**, a group that drives Gender Equality in Technology and IT.



### EXPANSION OF OUR GENDER STRATEGIC PARTNERSHIPS



### AMPLIFY GLOBAL SPONSORSHIP PROGRAM

Our sponsorship initiative, which aids career progression and development of our underrepresented employees into leadership positions throughout the firm globally.



### OUR GENDER PLEDGES

We joined the [Catalyst CEO Champions for Change](#) & [Gender & Diversity KPI Alliance](#) to demonstrate and keep ourselves accountable to our gender goals.



### OUR SUPPLIER INCLUSION PROMISE

An enterprise-wide commitment to partner and support the promotion, growth and development of more diverse-owned businesses.



### REVIEW OF OUR PEOPLE POLICIES, & PROCESSES

We continuously review our people policies, and processes to mitigate bias and support gender equity within the firm.



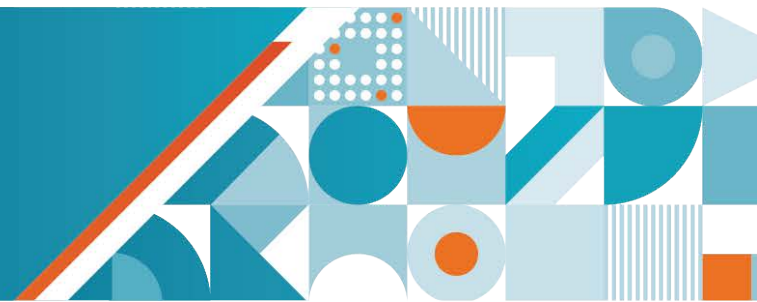
### GIVING FOR EQUALITY PROTIVITI'S MATCHING PROGRAM

Alongside our volunteer efforts in our communities, we've increased our matching program to provide charitable donations to our gender related organizations and non-profits.

Protiviti ([www.protiviti.com](http://www.protiviti.com)) is a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration to help leaders confidently face the future. Protiviti and our independent and locally owned Member Firms provide clients with consulting and managed solutions in finance, technology, operations, data, analytics, governance, risk and internal audit through our network of more than 85 offices in over 25 countries.

Named to the 2021 Fortune 100 Best Companies to Work For® list, Protiviti has served more than 60 percent of Fortune 1000 and 35 percent of Fortune Global 500 companies. The firm also works with smaller, growing companies, including those looking to go public, as well as with government agencies. Protiviti is a wholly owned subsidiary of Robert Half (NYSE: RHI). Founded in 1948, Robert Half is a member of the S&P 500 index.

# ADDITIONAL INFORMATION



# OUR GENDER EQUITY PROGRAM

## ADDITIONAL INFORMATION



### COMMITMENT TO GENDER EDUCATION

We encourage continuing education on gender equity firm-wide by hosting trainings, guest speakers and webinars with the support of our ENGs and strategic partners.



### EXPANSION OF OUR GENDER STRATEGIC PARTNERSHIPS

#### WOMEN IN CYBERSECURITY (WiCyS)

A global community of women, allies and advocates, dedicated to bringing talented women together to celebrate and foster their passion and drive for cybersecurity

#### GIRLS WHO CODE

Is on a mission to close the gender gap in technology and to change the image of what a programmer looks like and does

#### CATALYST

A global nonprofit supported by many of the world's most powerful CEOs and leading companies to help build workplaces that work for women

#### ANITAB.ORG

Connects, inspires, and guides women in computing, and organizations that view technology innovation as a strategic imperative

#### ACCOUNTING & FINANCIAL WOMEN'S ALLIANCE (AFWA)

Enables women in all accounting and finance fields to achieve their full potential and to contribute to their profession

#### THE MOST POWERFUL WOMEN IN BANKING

We were a diamond sponsor for the annual conference that honors women who have achieved amazing things in the face of countless challenges — individuals who are bravely creating the change financial services needs and driving the industry forward.



### OUR SUPPLIER INCLUSION PROMISE

An enterprise-wide commitment to strengthen our supplier inclusion program through promotion, growth and development of small and/or minority, woman, veteran, disabled veteran- and LGBTQ+-owned businesses. We have established supplier inclusion purchasing targets to assist us in measuring our purchases from small and diverse businesses. We focus our efforts in enhancing our supplier inclusion program through outreach opportunities, integration of diverse suppliers, tracking our diverse suppliers, and reporting on our enterprise targets on at least a quarterly basis. Our goal is to secure the various products and services we need from respected suppliers at highly competitive prices while simultaneously meeting our supplier inclusion targets.



### OUR GENDER GOALS

Gender parity is a goal for our company thus we have instituted gender goals span the globe. This goals and are a part of our CEO scorecard.



### "AMPLIFY" GLOBAL SPONSORSHIP PROGRAM

Our global sponsorship initiative designed to aid career development, create understanding, awareness, and true advocacy to level the playing field for employees from underrepresented groups. Through this sponsorship initiative, we are committed to achieve the following:

- Increase in the number of diverse employees at the leadership level
- Build loyalty and increase retention of our diverse employees
- Develop and champion diverse talent within our organization



### REVIEW OF OUR PEOPLE, POLICIES, & PROCESSES

Our global equity initiative to identify bias, address fairness and support racial equity within our organizations' People Policies & Processes. This initiative is a continuous improvement endeavor focused on the following areas:

- Recruiting & Onboarding
- Learning & Development
- Talent Management
- Performance Development
- Compensation & Benefits
- Exits & Departures

# OUR GENDER EQUITY PROGRAM

ADDITIONAL INFORMATION CONTINUED



## OUR WOMEN'S EMPLOYEE NETWORK GROUPS

### IGROWW

Workplace community for women employees focused on recruiting, mentoring, growing, and retaining women

### GET IT - WOMEN IN TECHNOLOGY

Aims to address the unique challenges women face when pursuing careers in technology and strives to create greater gender diversity in those fields



## OUR GENDER PLEDGES

### CATALYST CEO CHAMPIONS FOR CHANGE

Pledges to advance more women into all levels of leadership. We must accelerate change. Because progress for women is progress for everyone.

### GENDER & DIVERSITY KPI ALLIANCE

Promotes the use of three Key Performance Indicators (KPIs) to focus attention on pay and representation in the all-important talent pipeline of an organization



## GIVING FOR EQUALITY PROTIVITI'S MATCHING PROGRAM

We partner at an enterprise-level with our employees to financially support our inclusion and diversity partners. We have committed to matching each employee's contribution to our inclusion and diversity partners through our Matching Gifts Program.