What has changed since 2020?

- We have registered 8 new nationalities among our teams.
- The age diversity has evolved, with an increase in people between 25 and 35 years old.
Gender diversity has improved:

- 36% women at company level → +7 pts vs 2020
- 33% women in EMEA/APAC → +4 pts vs 2020
- 45% women in Americas/LATAM → +16 pts vs 2020

Global - 440 employees

EMEA/APAC - 328 employees

Americas/LATAM - 112 employees
Gender diversity has improved:

- 21% women in Tech → +3 pts vs 2020
- 43% women in Sales & Ops → +7 pts vs 2020
- 67% women in Admin → +8 pts vs 2020
What has changed since 2020?

- 21% women in the Executive Committee → +11 pts vs 2020
- 28% women in Management → -1pt vs 2020
- 20% other Ethnicities in the US → -2pts vs 2020

Management

- 28% Women
- 72% Men

Executive Committee

- 21% Women
- 79% Men

Ethnicity

- 20% White
- 80% Other Ethnicities

December 2021
The “Inclusion Index Survey” has been implemented to measure the level of inclusion perceived by our employees:

- 92% of employees feel included in their team → +1pt vs March 21
- For 87%, differences are not a barrier to succeed → -1pt vs March 21
- 11% experienced non inclusive behaviors → -1pt vs March 21
- 15% observed non inclusive behaviors → -1pt vs March 21

Evolution from March 2021 to December 2021
We launched our first “Inclusion Index Survey” to measure the level of inclusion perceived by our employees. Smart’s DE&I manifesto and data are now public on our career pages.

Donation, Partnership & Sponsorship
- Partnership with ECODAIR to support employment of people with mental disabilities.
- Donation to BECOMTECH #BecauseGirlsCan, first French national association for girls and women aged 14-25, working towards gender diversity in IT and digital technology, to equip training rooms.
- Donation of refurbished equipment to an association for the integration of people in difficulty: “Régie des Quartiers de STAINS”
- Sponsorship of the Women in Technology Online Festival happening in June.

Global Parental Leave Policy
Now all employees are eligible to the same minimum leave duration, regardless of their country, and from their first day of employment.

Education
- 13 Executives, Senior Managers & team members have been certified by University of Colorado, for the “Inclusive Leadership: The Power of Workplace Diversity” course.
- Talent Acquisition team is now certified “Diversity sourcing Professional”.

Data
- 2nd “Inclusion Index Survey” to measure the level of inclusion perceived by our employees.

Promote Equity
Reinforce Inclusion
Increase Diversity