

# Diversity & Inclusion at Consilio

Dedicated leadership and progressive programs promote diversity and inclusion globally

- Mission aligned throughout Consilio's organization at all levels and operating regions
- Diversity & Inclusion Advisory Board guiding initiatives and governance
- Commitment to transparency in measuring, analyzing, and reporting our diversity efforts



## By the Numbers

# 5,400+

**Team Members**, including eDiscovery, Cybersecurity, Data Forensics & Compliance Risk Assessments Experts

# 70+

Regions with Consilio Presence **Spanning 11 Countries**

# 7,000

**Clients Worldwide** with Active Matters in the last 18 Months

At Consilio, we believe a diversity of backgrounds, experiences, and ideas helps every employee feel valued, trusted, and empowered to better serve our clients. A culture of inclusion fosters the professional and personal growth of our employees and enables us to cultivate their diverse strengths. Consilio has made significant investments in advancing diversity and establishing a culture of inclusion across our global workforce.

### Our Mission:

We are driven to attract and encourage a diversity of backgrounds, experiences, and ideas.

We strive to foster a global, inclusive culture where our employees feel valued, trusted and empowered to better serve our clients.

We cultivate and celebrate our employees' diverse strengths.

## Diversity & Inclusion Leadership

Consilio's internal Diversity & Inclusion Advisory Board leads our D&I initiatives. The Board includes our Diversity & Inclusion Officer, our Program Lead for Workplace Diversity and Program Lead for Workplace Inclusion, our CEO and four other members of the executive leadership team, and more than twenty-five "at large" employee Board members who serve for a period of time and then rotate off to give others an opportunity to participate. The members of the Board represent a cross-section of our corporate functions and geographic locations and are themselves a diverse collection of individuals.

Consilio also draws on the leadership resources generously provided by our Client Advisory Board on Diversity & Inclusion. That Board includes representatives from key clients who hold positions of leadership in their organizations, and who are actively involved in D&I work. Through this partnership with our clients, we learn from their successes in advancing D&I in the workplace and strengthen our mutual values around diversity, equity, and inclusion.

## Employee Engagement

Employee Affinity Groups are an important element of our D&I program, generating engagement from hundreds of employees across the world. This network of seven different groups contribute to our culture of inclusion by enabling employees with shared interests to come together to discuss important issues, learn about significant topics, and generate ideas for improving the employee experience at Consilio.



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Our employees also celebrate the diversity of Consilio by sharing their experiences on our [Consilio Life Instagram page](#). This project brings employees together and fosters a sense of community by allowing us to share a bit about our lives outside of work. Our employees also share what makes them unique through our “Free2Be” campaign. Hosted on [LinkedIn](#), Free2Be invites employees to share how another employee—or group of employees—allows them the freedom to bring their best, authentic self to work.

## Why Choose Consilio?



### A More Consultative Approach

Our specialists are guides, not order takers. We challenge assumptions based on experience and ask the right questions at the start to keep your review on track and on budget.



### A Drive to Achieve Service Excellence

Our teams develop proven processes and patent-pending QC overview to deliver faster turnarounds without sacrificing quality.



### Right Solution for the Right Results

With over 100+ software and database engineers on staff, we innovate to help our clients excel beyond the status quo from in-house platforms to enhancements of off-the-shelf solutions.



### Together as One Global Practice

Through our expert advisors, technology infrastructure, matter expertise and proven workflows we offer our clients global reach and local expertise together.

## Support for Our Communities

Consilio proudly supports organizations around the world that promote diversity, equity, inclusion, and justice, as well as those that provide resources for underserved members of our communities. Our generous employees also offer up their time, energy, and personal monetary donations to support these organizations. A list of the organizations we support can be found on our website at <https://www.consilio.com/diversity-and-inclusion/>

## Commitment to Transparency

As the first company in our industry to establish a formal Diversity & Inclusion program, Consilio pledged to be fully transparent about our efforts—with our employees, our clients, and our peers in the marketplace.

This transparency includes the publication of an Annual Report on Diversity & Inclusion that highlights our achievements, shares our challenges, and sets out our key goals and initiatives. Our 2021 Annual Report can be found at <https://www.consilio.com/21direport>

Another important aspect of our commitment to transparency is the publication of information about Consilio’s employee demographics. In addition to client-specific reporting about the diversity of teams staffed on their matters, Consilio also reports publicly on the demographics of its workforce. The graphics below present gender and race/ethnicity information about our corporate workforce—information about all of our employees can be found in our 2021 Annual Report.

### Race/Ethnicity of Consilio Corporate Employees



### Gender of Consilio Corporate Employees



To learn more about how we are working toward a more diverse & inclusive global culture, visit <https://consilio.com/diversity-and-inclusion>.

Ready to Learn More?

Visit [consilio.com/complete](https://consilio.com/complete) or email [info@consilio.com](mailto:info@consilio.com)