

# rh Diversity, Equity & Inclusion at Robert Half

Robert Half's strong focus on operating with integrity has helped shape and distinguish our company for more than 70 years. Every day, we strive to make a positive impact around the globe in the communities where we operate. Our long-standing emphasis on Ethics First — our belief in treating businesses, job seekers and our own teams fairly and transparently — guides those efforts. Read more in our [Corporate Citizenship Report](#).

## How Robert Half Supports An Inclusive Culture

- Affiliations and volunteer opportunities with diversity organizations
- Global mobility to work in other countries
- Inclusion and awareness days
- Mentorship opportunities
- Global learning programs on unconscious bias, race and equality, allyship, and harassment prevention
- Inclusive hiring practices training

## Employee Network Groups

- Organically created and led by employees globally
- Representing Black, Hispanic/Latinx, Pan Asian, LGBTQ+, Women, their allies and other emerging underrepresented groups
- Uniting employees with common interests, purpose and backgrounds
- Support system to encourage inclusion and diversity for all

## Scholarships

- American Institute of CPAs
- Ascend Pan-Asian Leaders
- Association of Latino Professionals For America (ALPFA)
- Minority Corporate Counsel Association
- National Association of Black Accountants
- UNCF Scholarship Program



## External Alliances

### CEO **ACTION** FOR DIVERSITY & INCLUSION



"Lifting As We Climb"



# rh Diversity, Equity & Inclusion at Robert Half

## Award-Winning Supplier Inclusion Program

Our corporatewide initiative supports the promotion, growth and development of small and/or minority-, woman-, veteran-, disabled veteran- and LGBTQ+- owned businesses. The program works with many national organizations, including:

- National LGBT Chamber of Commerce
- National Minority Supplier Development Council
- U.S. Veterans Business Alliance
- Women's Business Enterprise National Council

## Company Accolades

- Bloomberg Gender-Equality Index (2021)
- Diversity Plus Magazine
- Forbes — Best Employers for Diversity (2020)
- Forbes — Best Employers for Women (2020)
- FORTUNE — “100 Best Companies to Work For<sup>®</sup>” (2021)
- FORTUNE — “World's Most Admired Companies<sup>®</sup>” (2021)
- Human Rights Campaign Foundation — Best Places to Work for LGBTQ Equality (2021)
- Minority Business News USA — All-Stars of Supplier Diversity
- Women's Enterprise USA — Best of the Decade in Supplier Diversity External Alliances

## Community Alliances

We support the communities where Robert Half employees live and work, and we spend many hours educating and supporting workforce development. We encourage volunteerism within our communities and with our strategic diversity relationships.



## The Robert Half Veterans Initiative

We assist veterans and their families with career resources through our network of offices, along with tools specifically developed for them. To help veterans and their spouses access valuable resources and advance their careers, we work with esteemed organizations.



## Key Enterprise\* Diversity Metrics

- Gender (Global)
  - 54% female
  - 46% female leaders and managers
  - 41% females in IT positions (all)
- Underrepresented Groups (U.S. only)
  - 25% managers and leaders
  - ~30% all employees
    - 6% Black
    - 8% Hispanic/Latinx
    - 14% Asian/Pacific Islanders
    - 3% Other

\*Enterprise data is inclusive of Robert Half and Protiviti, a Robert Half subsidiary

