

PROTIVITI'S COMMITMENT TO RACIAL EQUITY

Racial Equity

At Protiviti, we are fully committed to providing equity, or a more familiar word, fairness to those of all races within our firm and in our society.

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 will continue to strengthen our commitment to racial equity by promoting significant and sustainable change in:

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



COMMITMENT TO A RACIAL EDUCATION JOURNEY

- Racial Bias/Allyship Training
- Courageous Conversations
- Racial Awareness Learnings
- Diversity Best Practices Partnership
- Catalyst Partnership



RACIAL EQUITY ADVISORY COUNCIL

A council that was launched to advise Protiviti's Executive Team to shape our organizational strategy to achieve greater racial equity in the workplace and in our communities.



MULTICULTURAL EMPLOYEE NETWORK GROUPS

We enhanced our Multicultural Employee Network Group with the creation of separate Asian, Black, & Latin/Hispanic Network groups.



AMPLIFY GLOBAL SPONSORSHIP PROGRAM

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



EXPANSION OF OUR STRATEGIC PARTNERSHIPS



RACIAL EQUITY FELLOWSHIP PRO BONO IMPACT

We joined the [CEO Action for Racial Equity](#) fellowship program at origination to address systemic racism, social injustice, and improve social well-being.



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 racial equity within the firm.



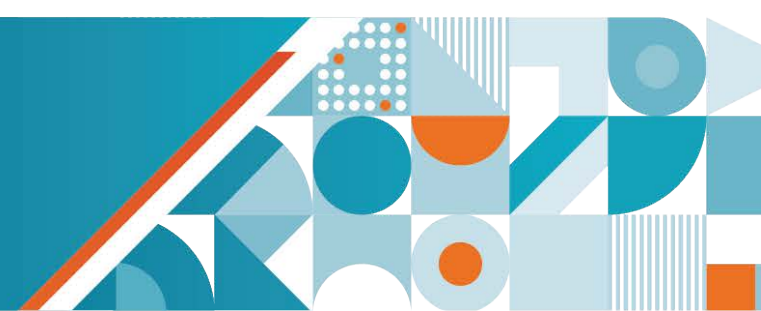
GIVING FOR EQUALITY PROTIVITI'S MATCHING PROGRAM

Alongside our volunteer efforts in our communities, we've increased our matching program to provide charitable donations to our Diversity, Equity, & Inclusion Partners.

Protiviti (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



PROTIVITI'S COMMITMENT TO RACIAL EQUITY

ADDITIONAL INFORMATION



COMMITMENT TO A RACIAL EDUCATION JOURNEY

Racial Bias/Allyship Training

Trainings that educate our employees on the history of racism, impact of racism, workplace microaggressions, & practicing allyship

Courageous Conversations

- COVID-19 Asian American Impact
- Racial Inequity & Violence
- Experience of Our Black Employees
- Insurrection at the Capitol
- Asian American Hate Crimes

Racial Awareness Learnings

- Juneteenth Panel
- Unconscious Bias
- Racial Bias Awareness
- Cross-Racial Allyship
- Mental Wellness for People of Color
- Dilemma of Racial Invisibility

Seramount & Catalyst Partnership

Through our partnership with Seramount & Catalyst, we leverage innovative research, toolkits, & successful initiatives/solutions to help build an equitable workplace.



RACIAL EQUITY ADVISORY COUNCIL

A leadership advisory council created to be a catalyst for Protiviti's Executive Team. This council assists in an advisory role to help accelerate our organizational strategy in achieving racial equity, to better empower our racial and ethnic colleagues within the firm and in our communities.

The council has been instrumental in cross-collaboration with our HR and community teams to understand existing programs and recommendations for improvement.

This approach has bridged gaps within our organization's ecosystem and as a result has shifted the focus to recruiting, education and most importantly impact. The council continues to provide insights, recommendations, and tools to help lead our Executive Team. The council represents diversity across our business segments, geography, level, gender, & race.



MULTICULTURAL EMPLOYEE NETWORK GROUPS

Our Multicultural Employee Network Group was enhanced by the creation of separate Pan-Asian, Black, & Latin/Hispanic Network groups. These were formed to fulfil the following purposes:

- Promote a working environment, a firm culture, and grow a network in which employees of all cultures, races, nationalities, and ethnicities feel accepted and valued

- Provide an internal network to discuss topics and seek support with individuals who share similar backgrounds
- To facilitate the awareness and appreciation of the differences between our coworkers and the value those differences bring to our teams
- To attract, recruit and retain a diverse and inclusive workforce



EXPANSION OF OUR STRATEGIC PARTNERSHIPS

- **Association of Latino Professionals for America (ALPFA), Ascend Pan-Asian Leaders, NABA Inc., & National Society of Black Engineers (NSBE)**
We partnered with these professional organizations to have an enhanced diverse recruitment channel, provide employee engagement through professional development and outreach opportunities, and to partner with other organizations also involved with these respective professional organizations.
- **National Urban League (NUL)**
Through our partnership, we have provided our firm an opportunity to support racial and social equality initiatives through involvement with NUL affiliates in the local markets. We have focused our efforts through volunteering, engaging with NUL sponsored organizations, and have committed to assisting small/ mid-size minority owned businesses.

- **INROADS**

We have piloted INROADS, an ethnically focused development and candidate placing program.

- **Historically Black Colleges & Universities (HBCUs)**

We have formed a dedicated HBCU recruiting team to focus on our recruitment of Black young professionals alongside provide developmental opportunities and mentoring to these future professionals as part of our efforts to help drive racial equity.

- **CEO Action for Diversity & Inclusion**

A pledge made by our CEO to advance diversity and inclusion in the workplace and support a more inclusive environment for communities and society at large. The CEO pledge outlines a specific set of actions the signatory CEOs will take to cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to have discussions about diversity and inclusion. We also participate in the CEO "Day of Understanding," which leads to open dialogue, wellness checks, and inspired change within our firm allowing our employees to face tough topics and move the needle toward a more just and equitable world.

PROTIVITI'S COMMITMENT TO RACIAL EQUITY

ADDITIONAL INFORMATION CONTINUED



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.



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



RACIAL EQUITY FELLOWSHIP PRO BONO IMPACT

We joined the [CEO Action for Racial Equity Fellowship](#) program to address systemic racism, social injustice, and improve social well-being.

The fellowship is focused across the following pillars:

- **Economic Empowerment**
Improving equity in jobs including diverse suppliers, housing, and financial stability.
- **Education**
Expanding learning opportunities e.g., access to technology, improving school environment inclusion initiatives, and culturally responsive teaching practices.

• Healthcare

A focus on individual and community health including COVID-19 impacts, health services and access involving mental health and telehealth, life expectancy gaps, and increased representation for people of color in the healthcare field.

• Public Safety

A focus on legal/law enforcement, including improved fairness in court proceedings, criminal justice reform, and community violence prevention and reduction programs.



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.