

# Diversity & Inclusion

Annual Report 2023





---

# Table of Contents

---

03	Message from Olivier Padiou, CEO
04	Our continuous journey
05	Our strategy: at a glance
08	Our year in numbers
12	High level initiatives
14	What we've been working on
26	Case studies: hear from our people
33	Going forward, together

---



# Message from Olivier Padiou, Chief Executive Officer

Since 2021, we've embarked on a mission to make a sustained and structural change to our Diversity and Inclusion (D&I) approach. We've launched meaningful initiatives and celebrated the diversity of our workforce at every opportunity. We've also relied on transparency to keep our efforts honest. This report reflects our dedication to transparency in marking D&I progress.

Each new year presents new challenges and the opportunity for new wins. In 2023, we were collectively faced multiple challenges global economy in distress and wars across the globe. To better support Valtechies, we doubled down on our own commitments. With highly personal sessions from Valtechies highlighting Pride, Accessibility and Men's Mental Health awareness, we enhanced our focus this year from external presenters to getting stories directly from our colleagues. But external

voices were valued as well and led the way on presentations for example showcasing International Women's Day. We also saw important advancements in internal programs like our Accelerating into Leadership Program, and the establishment of various local and regional initiatives, such as our Menopause Café and Cultural Awareness sessions, bringing a sense of belonging to all.

As 2024 arrives, we're excited to continue the work of making sure all our employees feel valued and respected within the organization. There can be no doubt that people are at the core of what we do, and embracing diversity is central to our ability to collaborate and grow in the future. As such, we're looking forward to another year of education, of supporting each other, and transparently presenting learnings from our experiences.





# Our continuous journey

At the beginning of 2023, we shared our annual [diversity and inclusion report](#). Our journey is continuous. We're guided by transparency, data and our people. Through these core principles, we've had a fruitful 2023, with a promising 2024 ahead.

In the past year, we've really focused on supporting our Valtechies through the difficult turns the world has taken, by providing best-practice frameworks and templates to help all our People and Culture leaders implement important initiatives in a collaborative and nuanced way. We know this has not been an easy year for so many people, for different reasons, and at Valtech, we've prioritised providing a safe, open and inclusive space for all of our team. Our values of Share, Dare and Care have continued to guide us in this journey.

Our work has continued to focus across our five-pillar strategy, with some finer-detail focuses. In this report, we'll share these focuses, data, and initiative progress, alongside exciting local and regional Valtech case studies from around our 60+ offices.



Sheree Atcheson  
Group VP Diversity & Inclusion



---

# Our strategy: at a glance

---

We launched our five-pillar diversity and inclusion strategy in October 2021. Since then, we've continued to make progress with our diversity and inclusion efforts, using this strategy as our guiding principle.

---



# Our five-pillar Diversity & Inclusion strategy



## Hiring

We ensure our hiring process reaches many types of people through tailored and equitable measures.



## Accountability

We are accountable for this strategy, sharing data, successes & lessons learned.



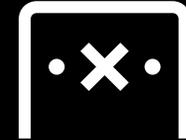
## Inclusivity

We will continue to focus on creating inclusive environments for everyone, providing clear avenues to raise issues as needed.



## Community

We collaborate, bringing together all Valtechies for our common mission - including everyone at Valtech.



## Education

We prioritize education globally, specifically focusing on leadership.



To enable a stronger focus on supporting and retention for all our people, we've also drilled down another level in 2023.

## Support

We're committed to further supporting our Valtechies, ensuring they can all reach their goals, whatever they may be. Our focus on equity ensures we are supporting everyone, noting that underrepresented Valtechies may need our support in different ways.

## Data

Data is always key to us. Utilising our global engagement platform, we've kept a close eye on how our people are feeling, and pivot our approach as needed. In 2023, we also began the roll out of our first global human resources system, to enable us to begin to get a better view of our employee demographics.

## Togetherness

Bringing people together has been especially important this year. We've focused our efforts both globally and locally, bringing all our people together for inspiring sessions, making a difference in local communities and more.





---

# Our year in numbers

---

In 2023, we've really focused on understanding our hiring data breakdowns and how our people feel, as often as we can. We've done this through our engagement platform, Workday Peakon Employee Voice.



# Hiring data

**34% of all Valtech hires in 2023 are women.**

We know diversity is much more than gender identity – so we're gathering a broader set of data that will be more inclusive to others.



# Peakon data: a snapshot of how our people feel

Peakon surveys enable us to listen at scale to all our Valtechies on topics like diversity, inclusion, health and wellbeing.

We run quarterly pulse surveys to all our employees so that our teams can share how they feel and make any suggestions they have for us regularly – in a psychologically safe and anonymised way.

We chose this cadence to enable our teams to really put action into place post-survey and measure the impact afterwards.

Data shown is from Jan 2023 to December 2023 surveys, as completed by Valtech employees.

How Valtechies feel about diversity and inclusion overall:

8.3 /10

score in our employee engagement platform

How Valtechies feel about diversity and inclusion across regions:

8.6 /10

score in North Africa, Asia-Pacific Middle East & Latin America, Europe

7.8 /10

score in North America



### Diversity & Inclusion:

"I'm satisfied with Valtech's efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, disability, socio-economic status)."



### Freedom of Opinion:

"At work, my opinions seem to be valued."  
"My manager cares about my opinions."



### Inclusiveness:

"At Valtech, people of all backgrounds are accepted for who they are."  
"I feel a sense of belonging at Valtech."  
"I feel like I'm valued as a person at Valtech."





---

# High level initiatives

---

We take pride in showcasing pivotal initiatives aimed at fostering diversity and inclusion within Valtech.

---



# Embracing diversity and foster inclusion with our key programs and strategies

## Advancing into Leadership Programme v2.0

The amplified and extended version of our '22 programme, focused on the progression of underrepresented Valtechies.

## Maturity Index

Measuring our progress locally and regionally, to aid global progress.

## Learning together, at scale

Embedding education on core diversity and inclusion topics with all our Valtechies

## Embracing diversity

Celebrating different religions, cultures, and flagship events.





---

# What we've been working on

---

Across our five pillars, with further focus on Support, Data and Togetherness, we've really focused this year on continuing our track on providing equity for all Valtechies. Here is a summary of our efforts.



# Accountability

Accountability for us is doing what we say we're going to do and being transparent along the way.

## Accessibility office audit

A key part of our diversity and inclusion strategy is ensuring all current and potential Valtechies can use our offices in the ways they need to. We've just undertaken a global physical accessibility audit across all our offices to understand our current state of play, any changes we may be able to do and any considerations we need to have in the future.

## Diversity and inclusion council

We've continued our global council in 2023. Bi-monthly, this group of people from all around the world come together to share their ideas and provide a sounding-board for future diversity and inclusion initiatives before global roll out. It was formed in 2020 (renewed annually with new members) and is chaired by our Group VP D&I, with attendance from our Chief Collaboration Officer & Exec Sponsor of D&I. Here's what some of our '23 cohort had to say:



I feel so much more empowered to make the improvements I want to see in D&I. Outside of the council I **now have a much bigger network of people I can talk to in regards to D&I** and, in addition to the perspectives of the other council members, I've learnt about so many great initiatives that I want to continue to push to do.

Georgina Partington  
Developer



The D&I Council was a **great way to meet Valtechies from other offices** I wouldn't otherwise have worked with, and to be kept up to date on all of the impressive initiatives taking place at the regional as well as global level. **Being a part of it showed what living D&I principles all year really looks like.**

Adrian Alexander  
Senior Copywriter



Being on the council has been **very rewarding**. You get to see the progress being made globally, discuss important topics around D&I and even have the **opportunity to kickstart initiatives in your office/country.**

Samuel Wiedmer  
Group Collaboration Director



Throughout 2023, our local and regional teams used the maturity index as their “how to” guide on best practices for embracing diversity and fostering inclusion.

## Maturity Index

Last year, we launched our first iteration of our Valtech Group Maturity Index. For us, understanding how all our regions are progressing against our group strategy is key – it allows us to support all our People & Culture leaders to make progress on their own journey in a way that makes the most sense for them, maintaining a consistent approach, the Valtech way.

Our maturity index asks a series of questions on what has been implemented on an entity-level through our five-pillar strategy, checks for balanced representation data (where we have it) and digs deeper into entity-level employee engagement data to see how all Valtechies feel in their place of work.

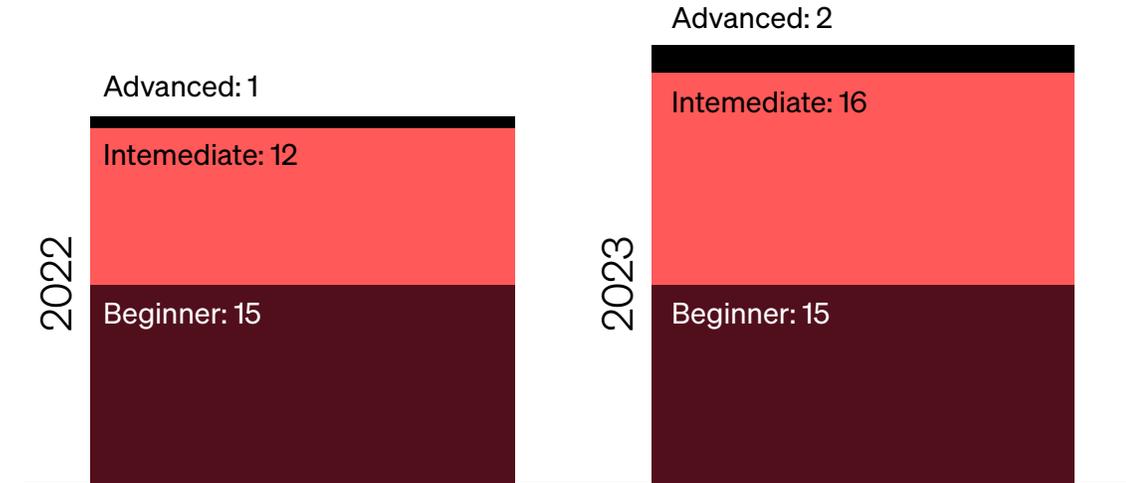
### As of the end of 2023, here's our progress:

We're measuring 33 entities/business units (such as our CosDAT unit), and this year, we incorporated additional questions regarding Peakon scores and specific initiative roll-outs. That means keeping the same score as last year was also success as our teams still had to do more.

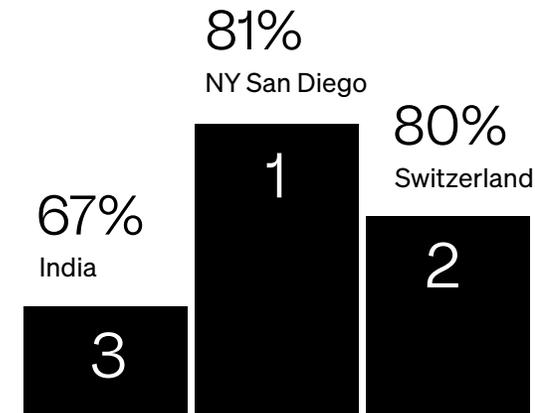
Out of the 26 areas measured in '22, 20 entities have increased their maturity. For the six entities who have a decreased score, it is a small percentage ranging between 1-7%.

**↑ 77%** of Valtech entities increased their D&I maturity in '23

### Level breakdowns:

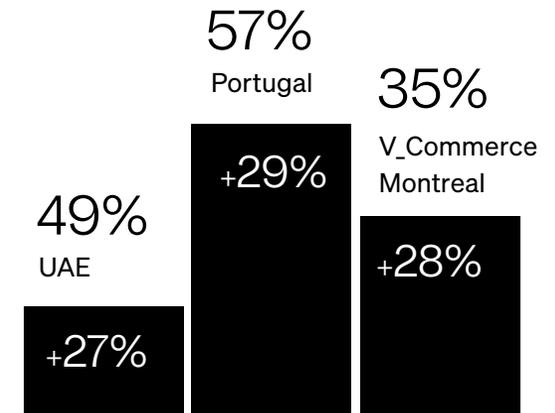


### Top scorers:



These are our top 3 scorers who have gained the highest number of points in their completed maturity index.

### Most improved:



These are our most improved scorers who have had the greatest increase in points between their '22 and '23 completed maturity indexes.

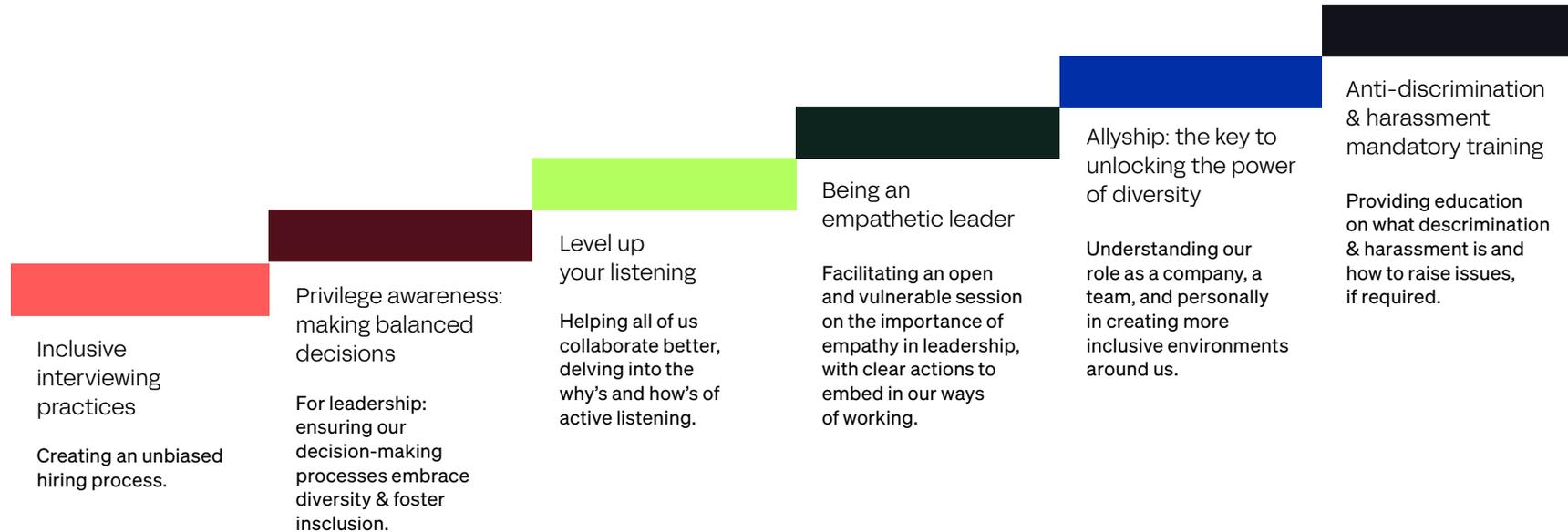


# Education

## Learning together, at scale

At Valtech, we have 1000s of Valtechies in countries all over the world. We bring all our team together through a learning journey of core diversity and inclusion principles. We bring all our team together through hosting a learning journey on our internal learning and development platform, focusing on core diversity and inclusion principles.

### Diversity and inclusion training pathway:



## Ally actions

Since last year, we've included an #AllyAction in our monthly global newsletter. This action can be something small that all our people can put into action, like adding pronouns to email signatures or understanding how we can sponsor other colleagues in their work, to providing educational blogs or book recommendations on different topics related to diversity and inclusion. Through this, we are ensuring diversity and inclusion is intertwined.



# Community

Community focuses on bringing together all Valtechies to celebrate, learn and be inspired by all our unique cultures.

## International Women's Day

International Women's Day is an important day in our calendar, to take stock of the progress made on women's rights globally and push for continued progress.

For 2023, we had Cathy O'Dowd, a South African rock climber, mountaineer, author and motivational speaker. She was the first woman to reach the summit of Mount Everest from both the south and north sides on 25 May 1996 and 29 May 1999, respectively.

Cathy's session had all of us on the edge of our seats (with many of us feeling like we were on the expedition with her!), whilst she talked us through: the difficult, dangerous scaling of brand new terrain that no one had done before, understanding her teams' strengths and weaknesses what makes a good leader, and working across cultures.





Community

## International Men's Day

This year, we had our inaugural International Men's Day event, focusing on the important topic of men's mental health and removing the stigma around seeking help.

At Valtech, we have a large percentage of men in our workforce, and within this group, we know we have a lot of diversity - different backgrounds, ethnicities, religions, socio-economic background, sexual orientation and more.

To have a nuanced conversation embracing this diversity, we spotlighted four men within Valtech.

Up first, we had Matt Redman, our SVP Strategy for Europe, who spoke openly about:

- What happened to lead up to his breakdown,
- What his breakdown was, as he recalls being challenged on whether it was a “breakdown” or not,
- How he worked to build himself back.

After this, he was joined by a number of Valtech men from all different backgrounds, regions and roles who all shared their perspectives, stories and calls to allies.



**Matt Redman**  
SVP Strategy - Europe



**Todd K. Harris**  
SVP Strategic Alliances - Global



**Shiv Kumar MN**  
Managing Director – India



**Fabiano Fernandes**  
EVP Delivery & Ops – LATAM



Community

Christopher McLaren  
Head of Media at Valtech Radon



## Pride

In celebration of Pride in June, we held a company-wide call in which we heard from our very own Valtechie, Christopher McLaren, Head of Media at Valtech Radon. Christopher shared his vulnerable and eye-opening journey to becoming comfortable with being a gay man, how he dealt with his own internalised homophobia and his call to action to those wanting to make a difference for the LGBTI community, namely attend a Pride march, stand up and with this community.

Alongside this, every Thursday in the month of June we invited an LGBTI Valtechie to share a story spotlighting an important figure in the LGBTQ+ community.

These stories explained why this person was important to their individual lives and experiences while also educating the fuller Valtech community about important contemporary members of the LGBTI community. We heard the stories of Matt Bernstein, Mason Alexander Park, Ikaro Kadashi, and Sarah Hegazi.

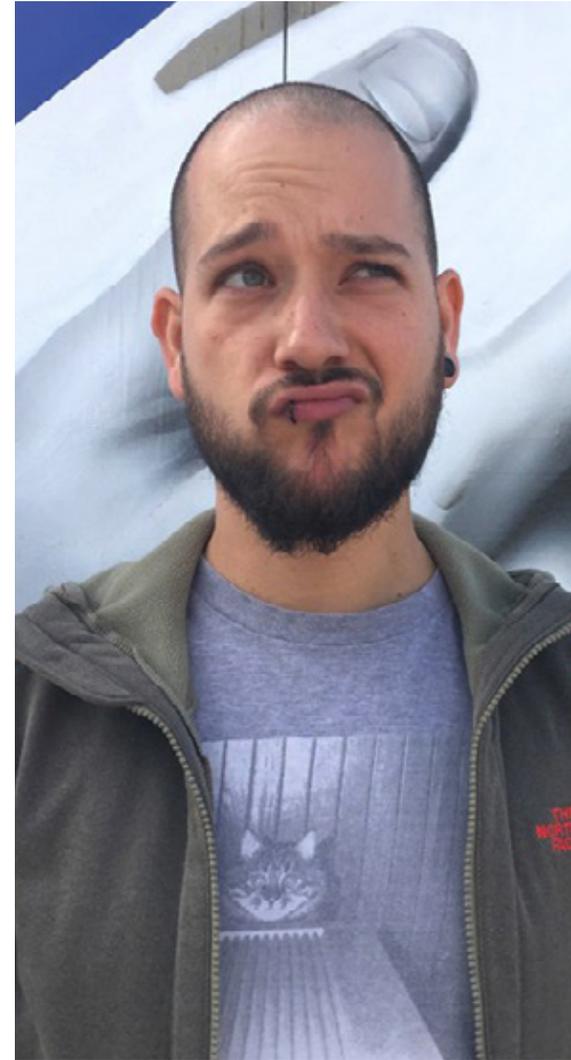


## Community

## Global Accessibility Awareness Day

In Valtech, accessibility is core to our diversity and inclusion strategy. We have the privilege of creating digital solutions daily. With that privilege comes the responsibility of guaranteeing that the products and services we help create and the content we help write is fully accessible to as many people as possible. We are committed to making all people's lives better, leaving things better than we found them.

In 2023, for Global Accessibility Awareness Day, we amplified our very own Valtechies who are paving the way on accessibility internally and with our clients. We heard from Rob Pataki, a UI Dev Lead and Accessibility specialist, on why web accessibility is so important, the three main pillars of accessibility testing, finishing up with useful tips on how to create accessible products. After Rob's insightful keynote, we were joined by Valtechies from around the world who shared how they lead accessibility in their areas of expertise and how we can all embed accessibility in our day to day.



**Rob Pataki**  
UI Dev Lead and Accessibility specialist



**Annick Primard**  
Practice Lead, Accessibility



**Manoel Dos Santos**  
Director of Frontend Development



# Inclusivity

## Accelerating into leadership program v2.0

In '23, we successfully kicked off the second edition of the Accelerating into leadership (AiL) program. The program's goal is to support career ambitions, whatever they may be, of underrepresented Valtechies through providing structured, meaningful sponsorship. When we ran this program in 2022 as a pilot, we had six entities enrolled. In 2023, we invested our time and resources to enable a significantly wider reach. With 15 markets between countries and business units, we have brought the program to the Netherlands, Switzerland, United Kingdom, France, Denmark, Germany, CosDat, Ukraine, India, United Arab Emirates, Montreal, New York, San Diego, Mexico, Brazil and Argentina.

Through this, we have doubled the number of Sponsors and Protégés joining this year, where we now have 90 Protégés and 90 Sponsors. Like 2022, Protégés are paired with a senior leader within/close to their business unit, where they can get support, constructive feedback, empowerment, visibility in the rooms their Sponsor is in and access to the Sponsor's network. To build on last year's feedback and strengthen the backbone of the program, namely the Sponsors, there is dedicated focus on both groups this year. Both Sponsors and Protégés receive separate guidance

and training to enhance the impact of the role as Sponsor even more. We've kicked off the program with an in depth kick off training for each of the groups separately, having them truly embody the meaning of being a Protégé or Sponsor. On top of that, we enriched their knowledge with a group-specific syllabus containing all needed information, Acceleration Sessions (our approach to experience workshops), tools and a succinct handbook to kick start their journey into the program.

At a high-level, our syllabus covers topics like imposter syndrome, finding your voice and balancing your energy – for protégés, and how to create empathetic work environments – for sponsors. Alongside each of these sessions, we host quarterly check-in sessions with both groups, sharing their experiences and providing opportunities to learn from each other. This was a significant change for the program as we realized, through feedback in 2022, that we needed to provide Acceleration Sessions for our Sponsors just as much as we did for our protégés – to really bring all involved to their best potential. On top of this syllabus, both Sponsors and Protégés receive regular inspirational emails throughout the program such as 'How to boost engagement' and 'Time to Reflect' to keep them engaged.



Inclusivity

And now, hear from a select few of our **Valtech Sponsors** on how the programme has impacted them.

“

The journey starts with one individual seeking support to move forward and ends with two partners who are better individuals than when they started.



**Diego Homen**  
VP Experience Design, MENA

My experience being a Sponsor is fantastic. I was uncertain initially, as it was my first time as a Sponsor, and to be honest, I was not sure what I had to contribute. But I gained confidence as time went by, and I got to know my Protégé better, establishing trust and moving the relationship forward.

As a Sponsor in the program, I realized I have as much to gain from this program as I have to give. Hearing and learning about somebody else’s reality, aspirations and struggles helped me expand my point of view to consider

how minor tweaks in daily habits, decisions and mindset could create a more welcoming environment for my colleagues across Valtech and society in general.

My advice for Valtechies who are climbing the leadership ladder: Understand why you want to do it. If you discard financial gains and other material benefits, and what is left is only the job, why would you do it? It is not about being romantic about it but understanding your motivations and definition of success and happiness.

“

Keep networking beyond your peer group and service line/business unit.



**Ashkhen Zakaryan**  
VP Global Strategic, Alliances

My experience of the programme is that it is a mutually gratifying experience. While positively impacting someone’s career, I continue learning more about our business and its challenges.

I really learned that there are many different issues at scale, and yet there are still lots of commonalities. If I would have to summarize my participation in one word, it would be: Rewarding.



## Inclusivity

And now, hear from one of our **Valtech Protégés** on how the programme has impacted them.

“

Confidence plays a big hand to my success. In depth knowledge and experience will come with time, but if you're not confident, it will always create a stumbling block.



**Naresh Jangra**  
Delivery Manager, United Kingdom

My experience as a Protégé in the program has been amazing. My Sponsor took the time to understand where I have been, where I am now and where I want to be. It gave him full insight into what my blockers have been in the past and how that might be affecting me currently and in the future.

From there, my Sponsor and I built a roadmap of what I need to succeed, develop and achieve my goal. Once we had this clear, he wasted no time in finding the right solution for me and get me on the road to success.

My advice for other Valtechies climbing the leadership ladder is not to solely depend on your Sponsor, Mentor, or Lead. While my Sponsor has supported me significantly, he encouraged me to seek my own answers. Your future is your responsibility, so you must put in the work.



## Providing support to our trans colleagues

We recognize that specific support is needed for our transgender Valtechies. At Valtech Group, we've provided a ready-to-use transitioning and trans support template for our local entities to review and roll-out in the way that makes the most sense for them. The policy details our process on privacy, updating HR systems, knowledge sharing on trans support as someone transitions, manager support, bathroom signage and pronoun-usage.

## Evolving our support of Neurodiverse Valtechies

Within Valtech, in 2023 we focused on getting a better and clearer understanding of the local initiatives ran to support our neurodiverse colleagues in order to determine our global focuses. To gain this understanding, we hosted a global roundtable with neurodiverse colleagues from around the world, where they shared what was happening locally, their top two priorities for global in '24 and what key initiatives they'd like us to focus on. Our outcomes were training available for all employees, to gain understanding on what being neurodiverse means and how to support folks who are not neurotypical, and review how we provide benefits which aid neurodiverse mental health and diagnosis. We'll check back in on these efforts in our 2024 report.

## Increasing awareness of menopause healthcare and support

Using age 50 as a proxy for menopause, about 25 million women pass through menopause each year. With this in mind, we've specifically focused on supporting these people by providing a group-approved template that local People & Culture leads can implement easily. The template provides clear advice on what menopause is, and education enabling managers to support people in the best way possible.

Various entities have furthered their menopause support too. For example, in Europe (originally started by our U.K. team), there are fortnightly Menopause Cafes where groups of people come together to discuss, share and gain awareness on different topics related to menopause and being menopausal.





---

# Case studies: hear from our people

---

Across Valtech, our teams have been busy – making impactful changes, embracing diversity and fostering inclusion across their teams. There are many stories to share. We have selected a few examples of some of the inspirational work our teams have been doing through their diversity and inclusion strategies.

---



# Embracing each other through cultural awareness

At Valtech, we work across cities, countries and regions. This means we have teams with all different cultures working together, helping to create the best experience and solutions for our clients.

To bring all of our people together, many of our entities run Valtech Cultural Awareness Sessions. These sessions help Valtechies to gain knowledge and learn about what's important to our colleagues who may be from somewhere different to us. Within our teams, we have many diverse nationalities, with colleagues from Azerbaijan, Poland, Turkey, Romania, and Bulgaria. While adjusting our events, policies and processes, we encountered a few important factors. It was evident that there were cultural differences, and we lacked knowledge and experience about specific countries.



We ask ourselves: What do we know about our foreign colleagues? How do they live? What are their life philosophies and principles? Does the IT sphere differ? What traditions do they have? Do we have anything in common? Should we consider specific aspects related to religion, lifestyle or anything else during our communication? How can we improve collaboration and productivity in our joint projects? All these questions led us to embark on a significant project called "Cultural Diversity."

The objective of this initiative is to foster cultural awareness, strengthen relationships, enhance collaboration and cultivate a respectful workplace environment. We began by covering Azerbaijan as the first country. The lecture took place on June 22 and engaged 116 Valtechies. It received great response and positive feedback from our colleagues. A lot of people had an opportunity to learn new things about the culture and lifestyle. We created a short quiz at the beginning of the lecture. It facilitated engagement and sustained interest throughout. Azerbaijani colleagues showed strong support for their peer-speaker, actively participating in discussions with UA colleagues.

Moreover, the next day we had an offline event, dedicated to the Azeri culture. It included national food, music and discussions of the information learned (our colleague Afsana even shared a ["Must Visit Places In Baku"](#) for us all to continue exploring. Our UA colleagues created a short video for our colleagues from Azerbaijan, where they greeted them in their native language. We have ambitious plans for the Cultural Diversity initiative. As we are shaping into a Delivery Hub, for us it means that we will cover more countries on our way to explore "terra incognita" so to say. The countries we will focus on for cultural awareness sessions include Poland, North Macedonia, Romania, Turkey, Bulgaria and Portugal.



Anna Kulish  
Valtech Ukraine



# Understanding Muslim experiences and combating anti-Muslimism biases

“

As part of our focus on supporting underrepresented groups, within Valtech North America, we ran a session, with the NYC Commission on Human Rights to begin a dialogue on supporting our Muslim colleagues and friends.

We did this because misconceptions towards Muslim communities are widespread, often stemming from a lack of awareness and intercultural education. Negative stereotypes propagated in media and public discourse contribute to an alarming rise in Islamophobia and anti-Muslim sentiment in society. This breeds intolerance that fundamentally harms our pluralistic values and divides communities.

Additionally, I wanted to create a space for non-Muslim employees to enrich their understanding of Islam and Muslim experiences through accurate information. Simultaneously, I hoped to offer Muslim employees a platform to share their narratives and feel safe to express their identities. Fostering this mutual learning and dialogue nurtures inclusion and belonging within the workplace.

When planning this event, I was driven by a vision of connection and understanding between all employees, regardless of beliefs or backgrounds. I wanted to build bridges of openness and compassion. After the event, the outpouring of gratitude from

Melisa Guerbi

Valtech NA



both Muslim and non-Muslim employees has been profoundly moving. Hearing how it opened minds, sparked epiphanies, and touched hearts affirmed that we all yearn for the same thing: to be seen, heard, and accepted fully.

To continue our support and impact, I've created an extensive education experience on our global learning platform, covering topics like historical contributions of Muslims, engaging in constructive conversations, taking action and advocacy and more.



Emily Bancroft-Djelid  
Switzerland

# Programme Pomegranate

## Valtech Switzerland

Programme Pomegranate was a programme/initiative created in 2021, with the aim of ensuring we are supporting and retaining female talent as they exit and re-enter the business following maternity leave.

The programme was created because statistics show 56% of women leave the tech industry following maternity leave. In a market such as Switzerland where female leadership in tech is still rare, only 25% of the Swiss tech industry is female, and only 18% of this 25% are in leadership roles, it became a must that we are empowering, supporting and engaging mothers to stay within the business and help our leadership team better reflect the population it is representing.

Programme Pomegranate offers mothers and people about to become mothers, advice, guidance and preparation pre-maternity, then pastoral, social and re-integration support on re-entry, including investment into further education.

Since launching our Programme Pomegranate, we have been able to support and retain all mothers returning to work in Valtech Switzerland. Furthermore, **50% of the women who have been part of the programme have been promoted or received a salary increase in the 12 months following their return.**



# Willing Hearts in Singapore

In Singapore, we have been focusing on our corporate social responsibility since 2021. We're very much on a journey with this work and are excited to keep making an impact.

Our goal is to contribute positively to the community and promote community engagement and team bonding at the same time. In 2023, we brought all our people together on 3 August to help support a very special charity: [Willing Hearts](#).

Willing Hearts are a secular, non-affiliated charity, wholly run by volunteers, apart from a handful of staff. It operates a soup kitchen that prepares, cooks and distributes about 7,000 daily meals to over 70 locations island wide, 365 days a year. Beneficiaries include the elderly, the disabled, low-income families, children from single parent families or otherwise poverty stricken families, and migrant workers in Singapore.



This is our second time volunteering at Willing Hearts. The experience was heart-warming and strong sense of fulfilment for many. Moreover, the team were able to bond outside the office. We were given different tasks in the kitchen – such as cutting vegetables, making bread, preparation of cooking condiments, packing bread/fruits in boxes, etc. Through this work, we hope to have helped even just a small number of people who need a little help. By the end of the day, we witnessed tangible results, felt accomplished and motivated by our small contribution to a very worthy group of people.



# Tech Girl

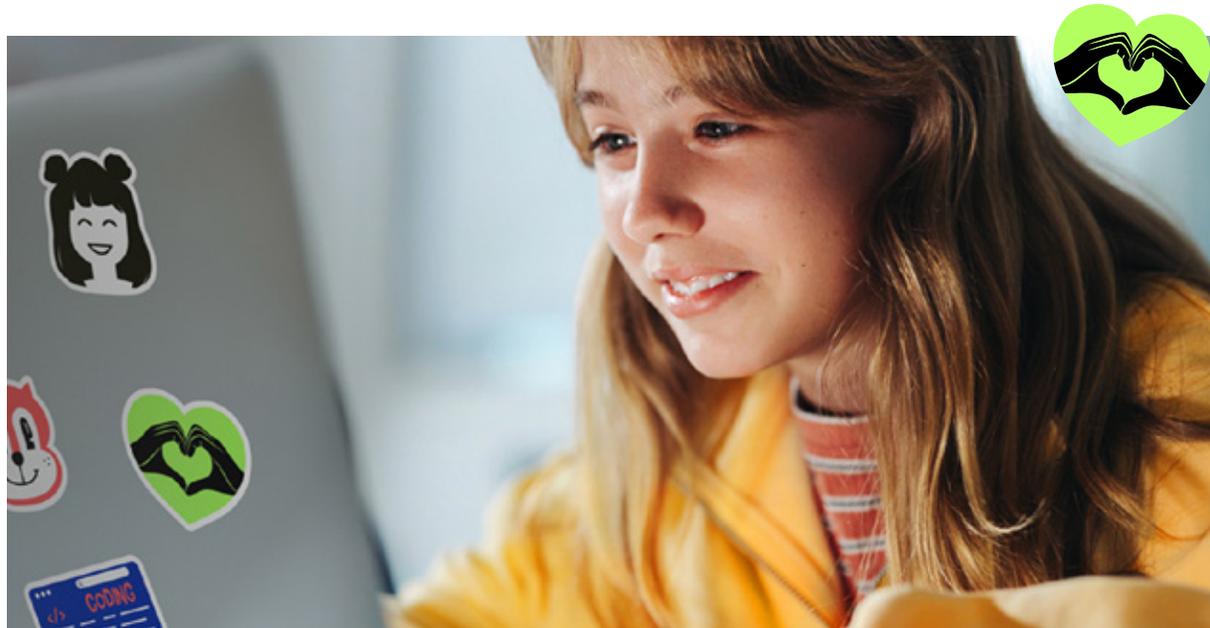
Through this Valtech-born initiative, we are working to directly address the gender disparity issue within the technology industry.

Whilst the overall representation has increased from 26.7% in tech-related jobs in 2021 to 32% in 2023 (which is lower than what it was in 1984, when it was 35%), there is still a significant way to go. At a leadership level, gender parity is not close, where only 28% of those in tech leadership are women. Retention is also an issue; research shows 50% of women in tech roles leave them by the age of 35.

Notably, 32% of women in technical and engineering roles are often the only woman in the room at work, meaning we're losing a significant portion of this small number who even have chosen tech as a career. When it comes to funding, the story isn't much better, where in 2022, all-women startup teams received an all-time low of 1.9% or \$4.5 billion out of \$238.3 billion, in venture capital funding.

As a company in 20+ countries, we have a responsibility to play our part in changing this. Like we shared last year, Tech Girl is a core initiative for Valtech. It focuses on empowering the next generation of women in tech through educating and showcasing tech careers to young girls, especially those from underprivileged areas.

We have run events in Argentina, Brazil, Canada, Denmark, France, Germany, India, Mexico, Netherlands, North Macedonia, Sweden, UK, Ukraine and U.S., and this year, for the first time, we also ran events in Portugal and Switzerland.



**+1,000** girls have been impacted by our Tech Girl initiative



# Accelerating awareness and action in MENA

One of our main goals on Diversity, Equity and Inclusion in the MENA region was to educate our Senior Leadership team alongside our employees. Creating more awareness for this important topic is crucial, especially in this region.

Valtech's DE&I structure and matrix proved to be incredibly helpful in organizing and planning events related to diversity, equity, and inclusion. Using the matrix, we created a dedicated month for training, workshops and other related meetings in September 2023.



We came up with a full schedule for the DE&I Month and organized the following initiatives:

1. Firstly, we introduced the idea of a DE&I Month to our colleagues at our local townhall. We reminded everyone why the topic of DE&I is important and shared the agenda for the coming three weeks. We also introduced the DE&I learning path to everyone. While it was optional for all employees, it was mandatory for all the leaders in the office.
2. In week two, we organized a session dedicated to Women in Leadership. Our Group VP Diversity & Inclusion, Sheree Atcheson delved during this engaging session into her personal journey and shared her lived experiences that have molded her into the influential leader she is today.
3. The next big event we had was the IAmRemarkable workshop, led by an external facilitator now employed at Valtech, the #IAmRemarkable workshop champions self-celebration in both professional and personal realms, with a focus on empowering underrepresented groups. Its successful debut at Valtech suggests potential interest from colleagues worldwide in hosting similar sessions.
4. The final event was the discussion "Tales from the parenting trenches" organized by our working-parents belonging group. Over breakfast in a relaxed setting, colleagues shared their challenges balancing career and family. The event was well-received, drawing not only parents but also those interested in understanding their colleagues' experiences, even if they don't have children yet.

Summarizing all the events, the DE&I month affected every employee at Valtech MENA. Thanks to the variety of topics, we made the DE&I month interesting and valuable for different groups of people. Notably, we improved our DE&I matrix result from 23% in 2022 to around 46% in 2023, advancing from "Beginner" to "Intermediate" status.

We have received positive feedback from colleagues and management, and we are planning to organize a DE&I month next year as well.



---

# Going forward, together

---

Our journey on diversity and inclusion has been one that has been incredibly rewarding. We've learnt from each other around the world, enabling us to truly create a strategy that Valtechies live and breathe. We've made progress in creating clear, accountable measures on this important work, through embedding these conversations and initiatives into everything we do.

In 2024, we'll continue this journey, embracing diversity & fostering inclusion through our core values of Share, Dare & Care.

For all updates, new reports and more, visit: Diversity & Inclusion section.

---

Valtech is the experience innovation company.

We exist to change the way people experience the world through advanced digital technologies, data and design.

We do this by bringing together a global network of engineers, designers, analysts, and CX professionals with a proven ability to accelerate business growth by transforming clients products, services and systems.

Our global footprint allows us to deliver impact at scale. While our nimble teams bring the agility and adaptability that allow us to create breakthrough innovation and speed-to-market.

### Disclaimer

This report provides an overview of our diversity and inclusion efforts and is based on data available up to the date of publication. While we aim for accuracy, the information may contain inaccuracies and is subject to change. This document should not be used as the sole basis for decision-making. Valtech disclaims liability for any actions taken based on this report's contents.

