

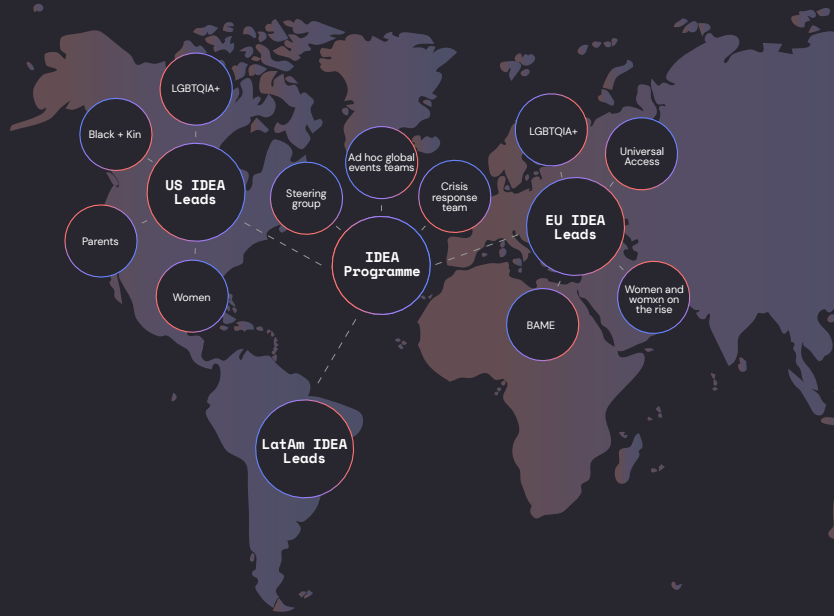


# A Year in Review

When we launched IDEA, we set out Kin + Carta's commitment to making the world work better for everyone by building Inclusion, Diversity, Equity and Awareness into everything we do. One year in, while we know there is still much more work to be done, we can and should be extremely proud of what we've achieved. Read on to find out more.

## What's the big IDEA?

IDEA is our global Inclusion, Diversity, Equity and Awareness programme that aims to ensure every individual, regardless of gender, race, religion or background, feels completely safe and empowered at Kin + Carta. It is active in every continent, every country and every community in which we operate as part of our mission to create a better, safer and fairer world for all.



## The five ambitions of IDEA

1

Our teams are as diverse as the populations in the regions in which we operate.

2

People are paid equitably for equal work.

3

Employees feel as if they can bring their authentic selves to work.

4

IDEA is a sustainable and ingrained part of how we do business.

5

We are IDEA leaders in the technology community.

## What has IDEA achieved so far?

As we review our first year in our annual report, we can proudly say we've already achieved something remarkable in every area of IDEA. Here are some of our highlights to date:

- 95% gender pay equity achieved
- 4% increase in gender diversity across all Kin + Carta regions
- 2% increase in people identifying as LGBTQIA+ across the business
- 3.3% decrease in the gender pay gap at Kin + Carta, down from 17.5% to 14.2%
- 7% increase in ethnic minority representation in the US, up from 26% to 33%

## Discover more about IDEA

Visit [www.kinandcarta.com/idea](http://www.kinandcarta.com/idea) to find out more about our global programme, and read our 2020/21 report.

GET REPORT

## Get in touch

At Kin + Carta, we are committed to making the world work better for everyone. That's the vision that drives IDEA, but it's also the vision that drives us as a global organisation with the platform and resources to affect positive change in multiple countries and countless communities.



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Stay up to date with IDEA at:

