

DIVERSITY, EQUITY & INCLUSION

IMPACT REPORT 2023





It's been an exciting and busy two years at Euromonitor International as we built our understanding of where we are as a business — both locally and global — in all things Diversity, Equity and Inclusion (DEI).

For us, Diversity is about representation, Equity is about acknowledging and adjusting imbalances and Inclusion is about feeling respected and like you belong. From fostering global communities through our seven Employee Resource Groups — who teach us how to be improve our culture more inclusively, delivering global training to increase awareness — to creating metrics that help us know where we are and monitor our progress.

It has been an insightful and profound two years and I credit all the success to our staff. They have shared their stories, held us accountable and helped organise incredible moments where we have come together to celebrate important days across our DEI calendar. I can't wait to see what next year brings!



Adeife Onwuzulike
Global Diversity, Equity and Inclusion Director



As I reflect on the progress made in our Diversity, Equity and Inclusion journey over the past year, I am proud to see the tangible impact of our collective efforts. The establishment of Employee Resource Groups (ERGs) across our global business stands as a testament to our commitment to fostering a workplace where every voice is not only heard but valued.

Enhancements in our data collection enable us to gain deeper insights into our workforce and will allow us to better measure the impact of future initiatives. Pay Gap data for our larger offices supports our aims in proactively ensuring fairness and equality at every level.

As we look to the year ahead, we remain committed to the DEI journey. Diversity in both our workforce and how it is reflected in products for our clients is part of who we are and is integral to our success.



Emma Blaney
Global HR Director



When it comes to diversity, equity and inclusion we have much to be proud of and much still to do.

In the last year we've made solid progress, with diversity embedded as one of our core values and our employee resource groups picking up momentum. We continue this journey not only because it's the right path, but also because it strengthens our culture and our business.



Tim Kitchin
Chief Executive



Introduction

Euromonitor International's DEI journey shifted gears in 2022 upon the appointment of a Global Diversity, Equity and Inclusion Director. Since 2022, the focus has been on:



Culture: Developing our culture so Euromonitor is a place where all employees thrive and can be their authentic selves.



Talent: Building a diverse, talented workforce that reflects the societies we operate in.



Wellbeing: Supporting the wellbeing of our staff to ensure they can be and feel their best.

The work that has been undertaken within each pillar has been done in partnership with our global Employee Resource Groups (ERGs), Local DEI Committees and Global Mental Health First Aider Champions. They have been critical to the progress the business has made in building an inclusive and diverse culture.

79%

of our employees believe that Euromonitor is making progress in creating a more diverse and inclusive workplace

89%

of staff globally voluntarily reporting their ethnicity by the end of 2023



TALENT

Let's look at a
snapshot of our
workforce



Talent

We spent the last year focused on building our data, which was key to understanding our current position. Our team reviewed pay gaps, worked with local DEI and ERGs on how and what data we capture and updated our global ethnicity categories. Having a better understanding of our data has been fundamental to knowing where we need to make progress beyond gender and ethnicity. The key to this has been transparency, communication and the trust of our staff; not just in what we are capturing, but how we are using this knowledge to make more informed decisions that help us build and nurture our diverse workforce.

% of men and women at Euromonitor

47%

Men

53%

Women

% executive leadership

63%

Men

37%

Women

% of women in senior leadership globally (Career level 10 to C- suite)

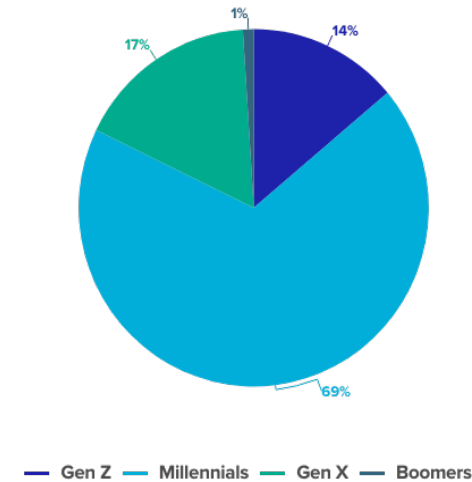
56%

Men

44%

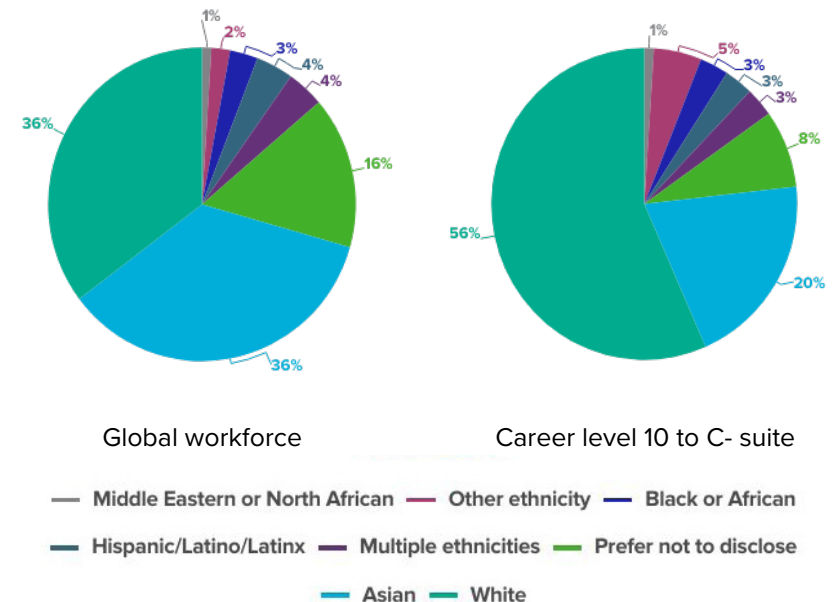
Women

% of generations represented in our workforce



Please note that Gen Z are those born between 1997-2012, Millennials are those born between 1981-1996, Gen X are those born 1965-1980, Boomers are those born between 1946-1964.

% of global workforce by ethnicity



We continue to monitor our pay gaps internally on both gender and ethnicity and report our findings in offices where we have a sample size of more than 50 in partnership with the relevant ERGs. [You can find our UK Gender Pay Gap Report here.](#)

CULTURE

Spotlighting the
success of our
ERGs



Culture

In September 2022, seven ERGs were launched across APAC, EMEA and the Americas. All ERGs are sponsored by the executive leadership team and are fundamental in creating a more inclusive environment, which is driven by their members. However, all ERGs have a united overarching purpose, which is to:



Create a safe environment where individuals can share their lived experiences, and support, champion and advocate for each other.



Amplify the voices of the members within the organisation.



Act as a critical friend to the business — by supporting on internal policy development and working with senior leadership to help educate them on the lived experiences of ERG members.

These seven groups are:

- **LGBT+**
- **Multicultural**
- **Multigenerational**
- **Neurodiversity and Disability**
- **Social Identity and Mobility**
- **Working Families and Caregivers**
- **Women**



Some highlights from the last year:

LGBT+

- 1 Recognised as a “Gold Standard” LGBT+ Friendly Organisation by UHLALA GROUP in Germany.

Whilst the award is for our Germany office, the audit we undertook to gain the award was conducted globally to ensure we were consistent in our practices and policies in supporting our LGBT+ employees globally.

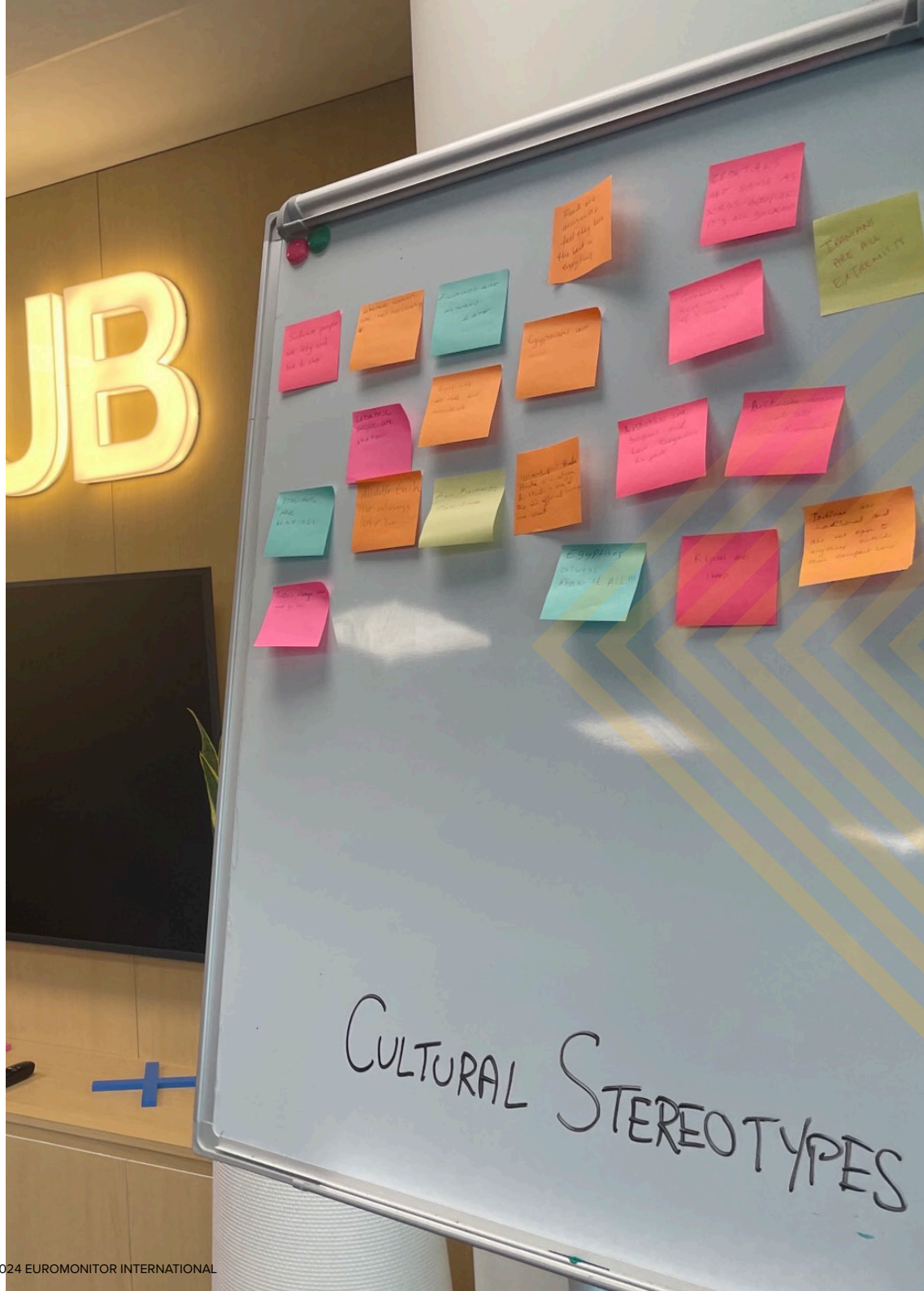
- 2 The inclusion of pronouns into our data for staff to acknowledge and respect someone’s identity.

Multicultural

- 1 Partnered with the Global DEI Director to review, update and launch the global ethnicities categories to build a better understanding of ethnic diversity within Euromonitor International.

- 2 Launched a global podcast episode on how to support staff during Ramadan.

- 3 Led and hosted global discussions and celebrations for World Day for Cultural Diversity for Dialogue and Development.



Multigenerational

- 1 Launched global discussions on Menopause in 2022 which led to the creation of Euromonitor's Menopause Matters Group and a Global Menopause Policy.
- 2 In 2023, the Menopause Matters Group partnered with 2Me Clinic to raise awareness globally on support available for women to navigate the menopause journey.
- 3 Launched a podcast series on the multigenerational workforce, focusing on health and caregiving. The podcast helped to highlight the global challenges and opportunities that come with nurturing and supporting people of different generations navigating the workforce.

Neurodiversity and Disability

- 1 Launched a global campaign to help people start sharing their stories about their neurodiversity to increase dialogue on how we support and educate staff and also empower our neurodivergent staff.
- 2 Became members of Purple Space, a global organisation and networking and professional development hub for disabled employees, network and resource group leaders and allies from all sectors and trades.
- 3 Partnered with Humanity and Inclusion to deliver global discussions on Disability and accessibility and creating psychologically safe spaces for people with disabilities.



Social Identity and Mobility

- 1 Launched a global podcast episode that showcased the importance of access and opportunity, while also increasing awareness of the social challenges impacting people of different classes. This resulted in 89% of staff globally voluntarily reporting their ethnicity by the end of 2023, which better reflected our global presence.
- 2 For Health and Wellness Week in September 2023, we partnered with our CSR to deliver several global and local activities focusing on the importance of — and challenges associated with — financial wellbeing.

Working Families and Caregivers

- 1 Ensured privacy rooms in all offices for nursing mothers.
- 2 Provided comprehensive training material for parents through our headline partners Place2Be.
- 3 Launched a global minimum standard for maternity/primary caregiver.



Women

- 1 Recommended the introduction of a global safeguarding policy launched in 2023.
- 2 Held two successful global International Women's Day events celebrating women but also highlighting the difference in progress made for women across the globe.
- 3 Partnered with HR and Global DEI Director to discuss actions to tackle the gender pay gap.

In addition to our ERGs, we also have local DEI Committees based in Bangalore, Chicago, Cape Town, Dubai and London. These committees have driven local discussions and celebrations which support the ERGs and encourage important conversations aligned with the local focus.

Beyond the ERGS and DEI Communities

Training

In 2023: Partnered with the Talent Development Team to deliver bullying, harassment and microaggression training for all staff with an **81% completion rate globally**.

In 2023: Delivered global training for managers on inclusive leadership and inclusive recruitment with a **55% and 59% global completion rate**.

Communications

Launched a global podcast “Hear Our Stories” to enable staff to share their stories and increase awareness on different topics impacting employees. The podcast also provides tips on how to better support each other across Euromonitor International.

Held over 17 global discussions covering Neurodiversity and Disability, Menopause, Socio-economic inclusion, Men’s Mental Health and more.

Partnerships

In 2022 and 2023: Partnered with Black Young Professionals to help us increase the Black talent in some of our offices and were bronze sponsors for their 2022 leadership conference.

In 2023: Partnered with Purple Space to help us in supporting staff who are Neurodiverse and have a disability.

In the UK, we partnered with the PPA to support Black and Asian talent to be mentored by industry leaders to support them in navigating the media and publishing industry.



WELLBEING

Providing total wellbeing support through global mental health champions, employee assistance programme (EAP), and global discussions.



Wellbeing

Wellbeing has been an important conversation globally for years — we know that wellbeing underpins how individuals show up in life and at work. Following the pandemic and the global events of the last few years, we understand that it's important to have resources available to support employees and their families through challenging times. Our Employee Assistance Programme can help staff and their families in several areas whether it be it be mentally, physically, legally, financially and more.

In 2023, we doubled down on our wellbeing efforts:

- Appointed our Global Mental Health lead to support our champions across the business in partnership with our DEI Director.
- Increased our Global Mental Health First Aiders Champions to 90+ members.
- Held local discussions on the importance of taking care of your mental health.
- Focused on important days like World Mental Health Day and International Men's Day to highlight total well-being support. We also worked to raise awareness of Breast Cancer, Anxiety, OCD and Fatherhood, Men's Mental Health, Financial awareness and more.
- Introduced quarterly sessions to increase staff awareness of the wellbeing support available to them and their family members.



Conclusion

As we look ahead to 2024, we are committed to:

- continuing to review and measure progress through our data.
- supporting our ERGs so they continue to thrive.
- supporting the well-being of our staff.

