

Diversity & Inclusion at Consilio

Integrated leadership and programs to foster a culture of diversity and inclusion globally

- ▶ Diversity & Inclusion Advisory Board developing strategy and leading initiatives
- ▶ Programs that benefit our employees, serve our clients, and uplift our communities
- ▶ Mission aligned throughout Consilio's organization at all levels and geographies



By the Numbers

5,400+

Employees
Worldwide

15+

Data Centers
Around the World

31+

Languages Covered
in Review Projects
Globally

At Consilio, we believe a diversity of backgrounds, experiences, and ideas helps every employee feel valued, trusted, and empowered to better serve our clients. A culture of inclusion fosters the professional and personal growth of our employees and enables us to cultivate their diverse strengths.

Consilio's Diversity & Inclusion mission statement captures our collective vision:



Our Mission:

We are driven to attract and encourage a diversity of backgrounds, experiences, and ideas.

We strive to foster a global, inclusive culture where our employees feel valued, trusted and empowered to better serve our clients.

We cultivate and celebrate our employees' diverse strengths.



Diversity & Inclusion Advisory Board

Consilio's internal Diversity & Inclusion Advisory Board leads our efforts to promote diversity, inclusion, and belonging at the company. The Board includes five standing members from the executive leadership team, along with "at large" members from a variety of corporate functions and geographic locations. We now have more than 40 employees participating in D&I leadership work, bringing a diversity of perspectives and experience to our program.

Consilio's D&I Officer guides the Advisory Board's work, supported by two Program Leads who help direct strategy and drive implementation of projects. Consilio's D&I Program Manager, a role fully dedicated to D&I work, administers and manages our D&I efforts.

Consilio also draws on the support and guidance of its Client Advisory Board for Diversity & Inclusion. With more than a dozen representatives from corporate and law firm clients, the Client Board members generously share their experience, knowledge, and advice to help us advance our D&I program.

Cultivating Diverse Talent

Consilio recognizes that recruiting, developing, and retaining the industry's best employees—including a wide diversity of talent—is critical to our success. Working collaboratively together, our D&I leadership team and the senior leaders in our Employee Experience organization manage a number of significant initiatives intended to retain and develop the diverse talent in our workforce and attract more diverse talent to Consilio.



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Consilio Complete
EXPERIENCE

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Complete Connector

Complete Review

Complete Intelligence

Complete Media

Complete Enterprise

Complete Security

Complete Flex

Learn more at:
consilio.com/complete



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Why Choose Consilio?



A More Consultative Approach

Our specialists are guides, not order takers. We challenge assumptions based on experience and ask the right questions at the start to keep your review on track and on budget.



A Drive to Achieve Service Excellence

Our teams develop proven processes and patent-pending QC overview to deliver faster turnarounds without sacrificing quality.



Right Solution for the Right Results

With over 100+ software and database engineers on staff, we innovate to help our clients excel beyond the status quo from in-house platforms to enhancements of off-the-shelf solutions.



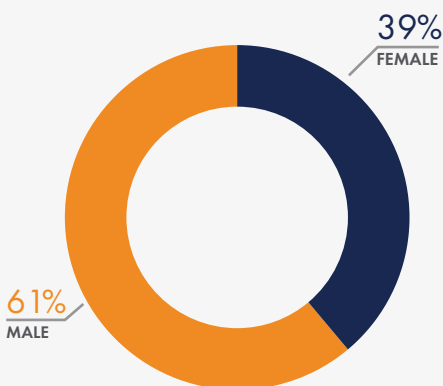
Together as One Global Practice

Through our expert advisors, technology infrastructure, matter expertise and proven workflows we offer our clients global reach and local expertise together.

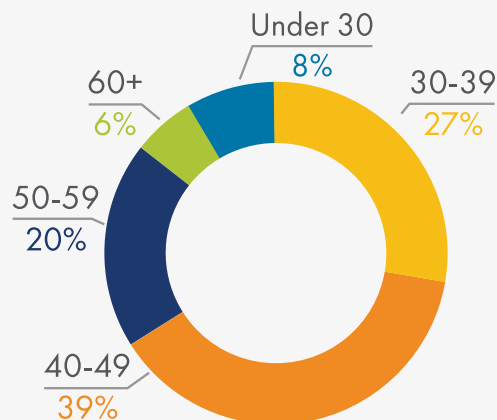
Our Workforce Demographics

As part of our commitment to transparency with our Diversity & Inclusion initiatives, we openly publish Consilio's employee demographics. [For a full reporting of our diversity metrics, download our D&I Annual Report.](#)

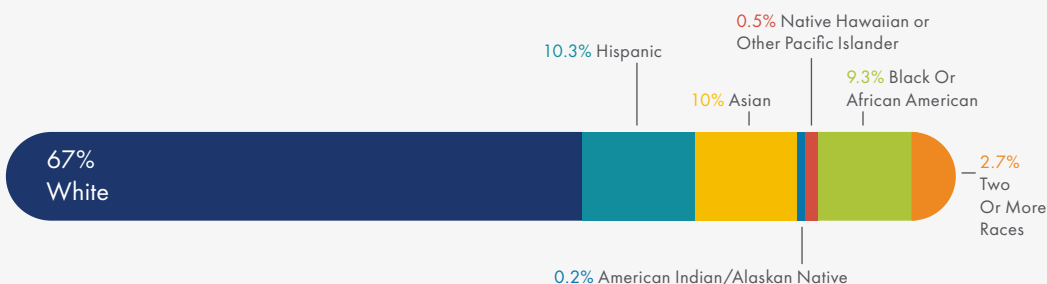
EMPLOYEES BY GENDER



EMPLOYEES BY AGE



EMPLOYEES BY RACE



Invest & Support

Consilio is proud to support many different organizations around the world whose missions are to promote diversity and inclusion, or to serve diverse and underserved members of our communities. Some of these organizations are closely aligned with our industry, while some of them serve our greater communities at large. Consilio is committed to investing financial resources in these organizations, and to providing the time and talents of our employees to support the work they carry out.

A Foundation for Positive Change

To learn more about how we are working toward a more diverse & inclusive global culture, visit <https://consilio.com/diversity-and-inclusion>.

Ready to Learn More?

Visit consilio.com or email info@consilio.com