

# EY Global Executive Diversity, Equity and Inclusiveness Statement



Diversity, equity, and inclusiveness (DE&I) are core to who we are, how we work and how we live our values. We hold a collective commitment to continue to drive an environment where all differences are valued, practices are equitable and everyone can experience a sense of belonging – where people are inspired to team and lead inclusively in their interactions every day.

## About this statement:

The EY Global Executive (GE) has signed this statement to demonstrate our commitment to leading inclusively and elevate our focus and accountability around diversity, equity and inclusiveness (DE&I). DE&I are key to the EY ambition and strategy to **shape the future with confidence, together.**

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teams. Including varying points of view in our decision-making, operations and actions is fundamental to creating new value for EY people, clients and stakeholders. This helps us to live our values and fulfill the EY purpose of building a better working world. Together through this, we demonstrate our organization's distinctiveness in navigating clients' most complex challenges, build trusted relationships across differences, enable equitable experiences for EY people that support their future needs and career expectations, and help deliver positive impact in our communities.

**Diversity is about differences.** At EY, we think about differences broadly, across a wide range of dimensions, such as nationality, language, education, gender and gender identity/expression, sexual orientation, generation, age, socio-economic background, religious background, abilities and disabilities, as well as identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms. There are also differences according to working and thinking styles, experiences, career paths, technical skills, geography, service line, sector and function.

**Equity is about recognizing that everyone has different starting points and different needs.** Based on their backgrounds and identities, everyone faces different levels of structural and systemic advantages and disadvantages that impact access to resources, perception and evaluation, and sense of belonging in and out of the workplace. At EY, we have a specific commitment to advancing social equity. This includes working to remove barriers that impede equal outcomes across different backgrounds and identities – and proactively, continually addressing environments that do not support an inclusive experience for everyone. EY is committed to providing the tools, resources and environment that all EY professionals need to be successful and build meaningful careers.

**Inclusiveness is about leveraging our differences,** where everyone can experience a sense of belonging and feels safe to surface many aspects of who they are and bring forward their perspectives and ideas.

The GE is committed to driving the strategy, policies and accountability to build and sustain a diverse global workforce, equitable processes and systems, and an inclusive environment where everyone can contribute their best in every encounter. This includes the executive leadership level. As such, the GE will strive to ensure that the broad range of differences across EY globally are represented and respected at the most senior levels within the organization, including in all appointments it makes, up to and including the GE.

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EY Global Chair and CEO, and  
Global DE&I Steering Committee  
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**Anthony Caterino**  
EY Global Managing Partner –  
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**Andrea Guerzoni**  
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EY EMEIA Area Managing Partner

Sponsored and led by:

**Karyn Twaronite**  
EY Global Vice Chair – DE&I and  
Global DE&I Steering Committee Co-chair

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## About EY

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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