Codility_

Diversity, Equity and Inclusion

Annual Report

Table of contents
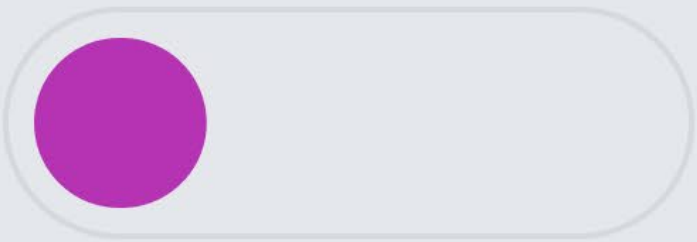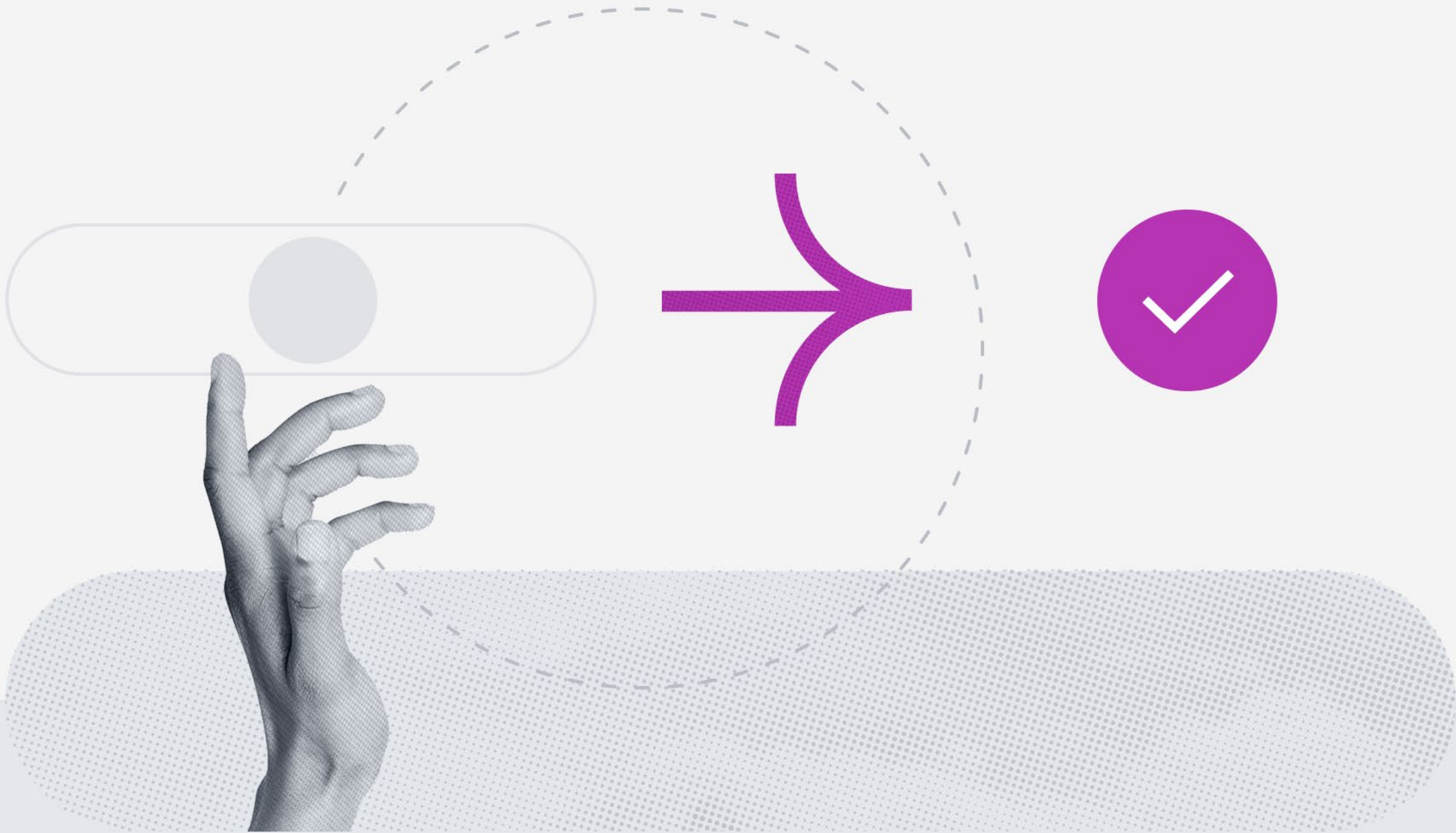
Our Mission & Values

01

Introduction

Our Mission

At Codility, we understand that there is a demand to be more human inside of organizations and that it is our diversity and unique experiences that make us strong.

We will answer this call by building a workplace, community, and platform that values diversity, inclusivity, and equitability.

We will further contribute to this demand by staying true to our mission to enable companies to build and grow high-performing engineering teams. It's clear to us that diversity, equity, and inclusion support high performance.

We're releasing our first-ever diversity, equity, and inclusion (DE&I) report to share where we are on our own DE&I journey.

Our Values:

We're human.

Our diversity and unique experience make us strong. We allow ourselves to be vulnerable and treat one another with grace.

We take ownership.

We expect one another to take initiative and trust each person to make decisions based on the best available data. We have passion, perseverance, and urgency to hit our goals and work together to create the best outcomes.

We think big.

We innovate and challenge the status quo to maximize the value we deliver to our users. We constantly experiment with new ways to drive excellence.

We're real.

We're honest with ourselves and one another. We listen, speak up, and are ready to change our minds.

In it together

02

In it together

The only way to sustain a high-performance culture that enables us to exceed our goals and allow talent to thrive will be to lean into humanity. From the product we build to the way we recruit to the way we support our talent, we are committed to looking through the lens of humanity.

For too long, companies have been forcing individuals to change who they are and to mask their full authentic selves so that they can fit the mold of outdated people strategies and cultures.

We believe that companies should meet people where they are by creating policies, programs, and incentives that allow people to simply be human. We understand that when we invest in our people to be the best versions of themselves and build a culture where everyone feels that they belong and are valued, they will be able to thrive and do their best work.
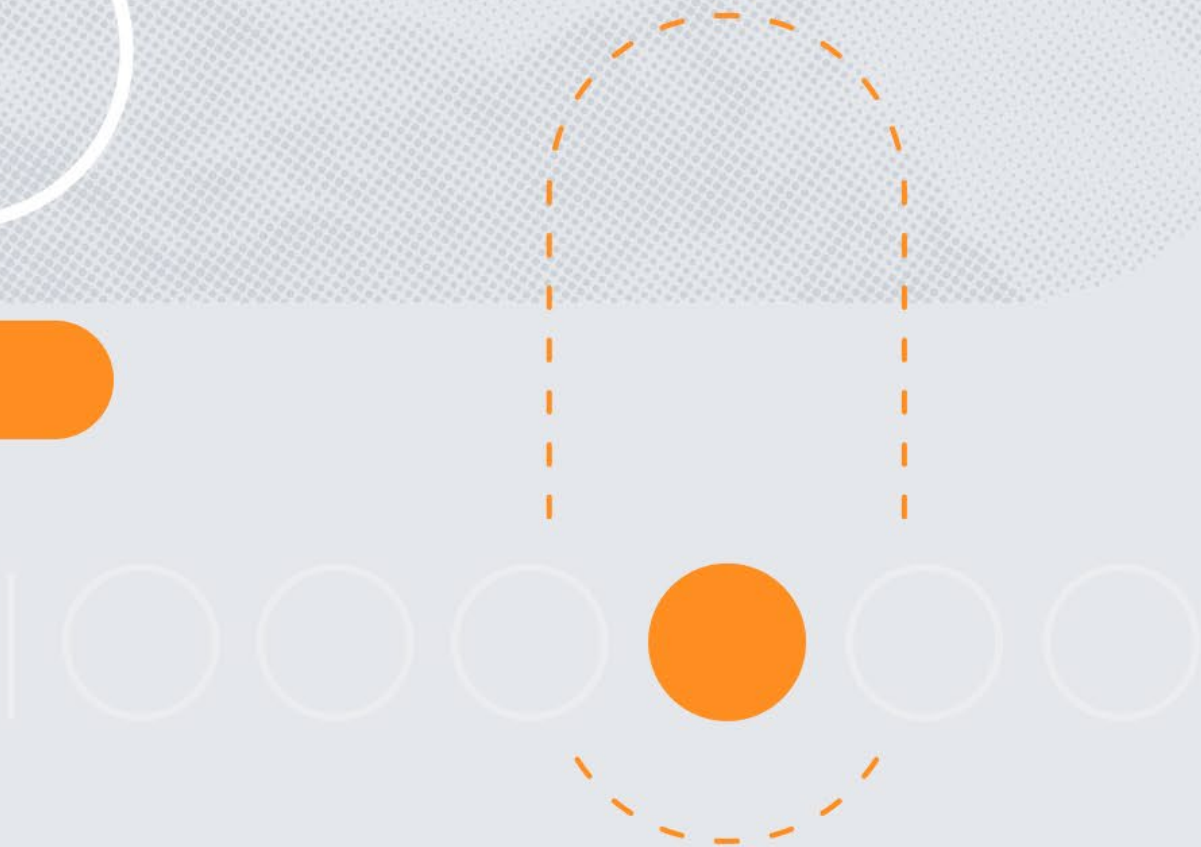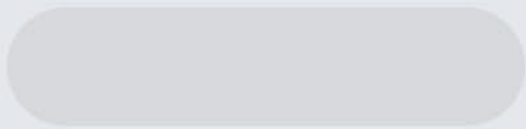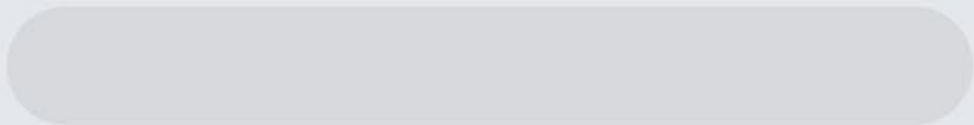
It's on us

We are committed to:

- Investing in creating equity around everything we do from hiring to compensation to promotions

- Creating a culture that welcomes human vulnerability and that allows for the most authentic versions of ourselves to be safely seen

- Going the extra mile to make sure we have diverse recruiting pipelines so that we can hire the right talent for us

- Creating a culture of safe and fair feedback, coupled with strong opportunities to advance skills

- Admitting when we get it wrong and pushing ourselves to be better

Transparency

The only way we can build a diverse, equitable and inclusive culture is to be fully transparent around DEI.

- What are our demographics?

- How inclusive and equitable is our culture?

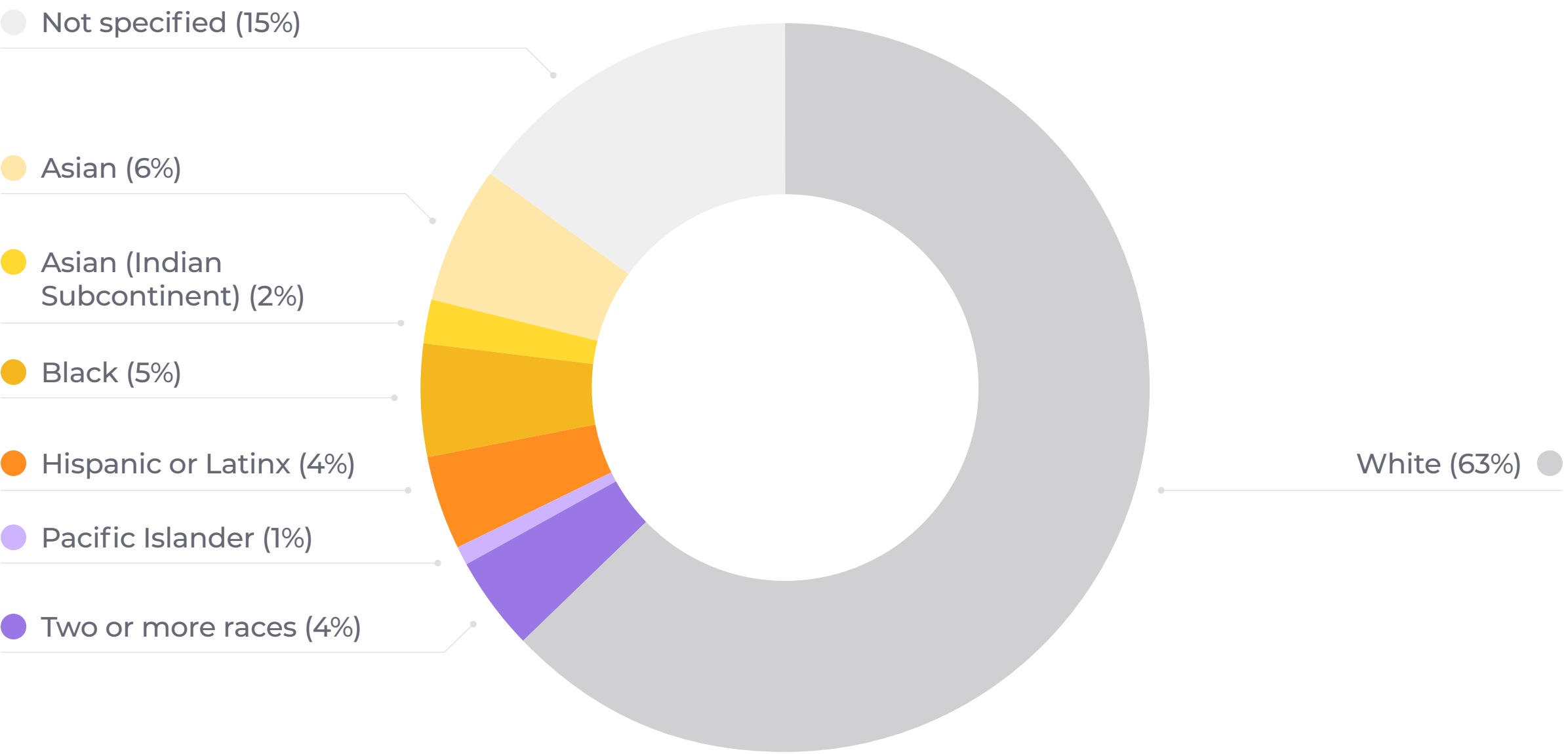- What are our strategies to improve?

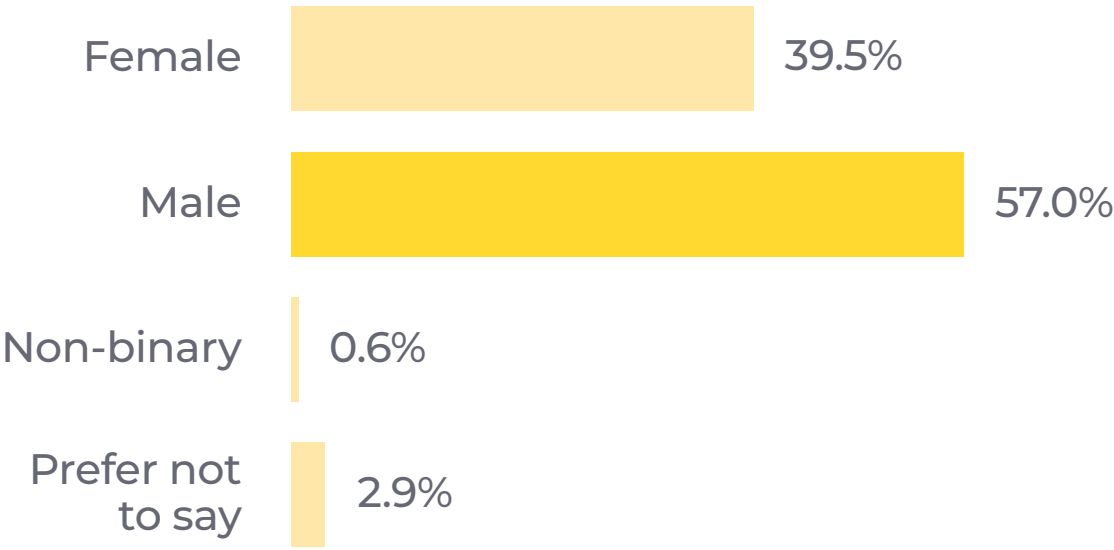- How are we progressing?

The numbers

03

Company-wide

Race / Ethnicity

- Not specified (15%)
- Asian (6%)
- Asian (Indian Subcontinent) (2%)
- Black (5%)
- Hispanic or Latinx (4%)
- Pacific Islander (1%)
- Two or more races (4%)
- White (63%)

Gender

Female	39.5%
Male	57.0%
Non-binary	0.6%
Prefer not to say	2.9%

Age

20-29	30.26%
30-39	54.35%
40-49	14.36%
50-59	1.03%

Location

Distribution

- United Kingdom (23%)
- North America (30%)
- Mainland Europe (47%)

North America

- White (56%)
- Two or more races (9%)
- Pacific Islander (2%)
- Hispanic or Latinx (9%)
- Black (4%)
- Asian (Indian Subcontinent) (2%)
- Asian (16%)
- Not specified (2%)

United Kingdom

- White (74%)
- Two or more races (2%)
- Pacific Islander (NA)
- Hispanic or Latinx (3%)
- Black (14%)
- Asian (Indian Subcontinent) (NA)
- Asian (NA)
- Not specified (7%)

Mainland Europe

- White (67%)
- Two or more races (NA)
- Pacific Islander (NA)
- Hispanic or Latinx (2%)
- Black (1%)
- Asian (Indian Subcontinent) (NA)
- Asian (5%)
- Not specified (25%)

Gender

People Managers: All levels of management

- Male (47%)
- Female (51%)
- Non-binary (2%)
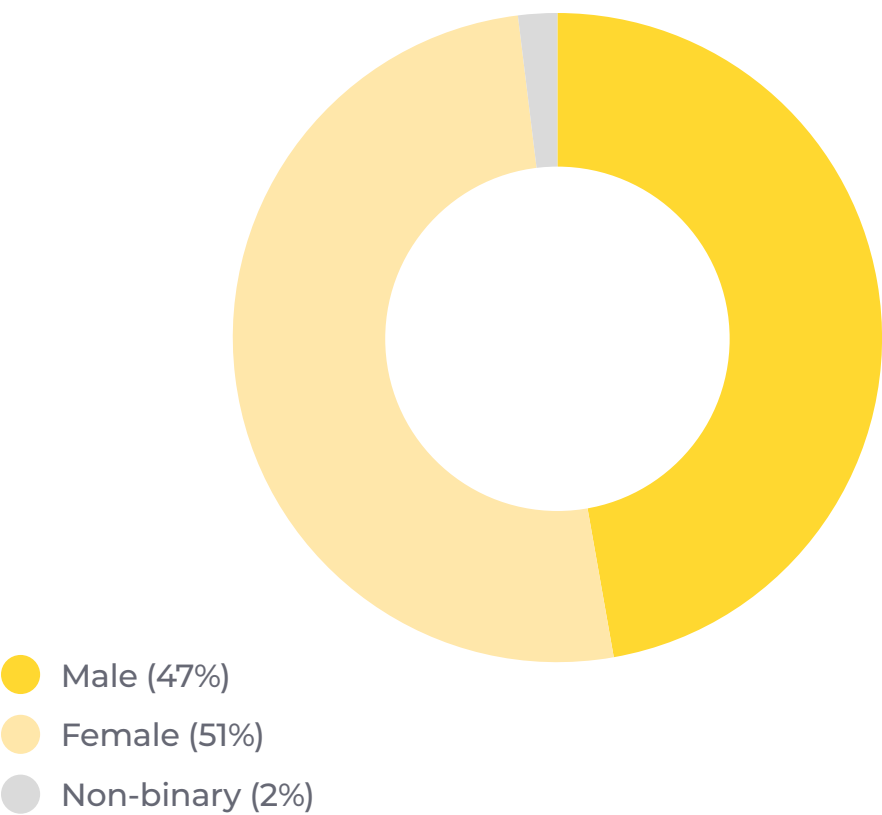
People Managers: Directors & VPs (Non-exec)

- Male (47%)
- Female (53%)
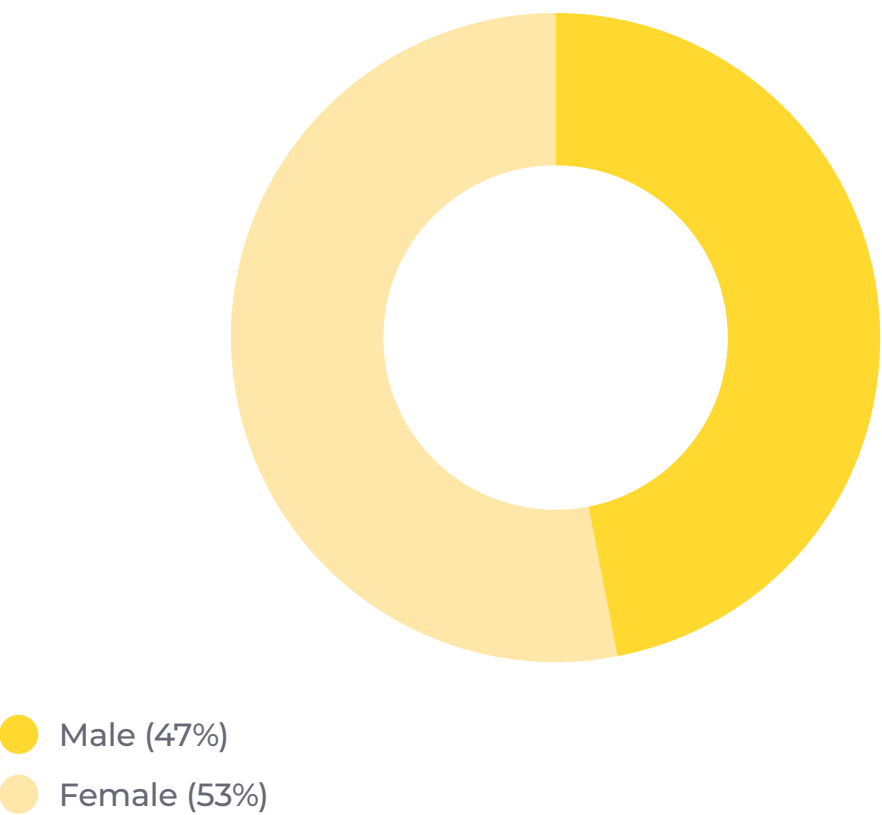
People Managers: Executive team

- Male (83%)
- Female (17%)
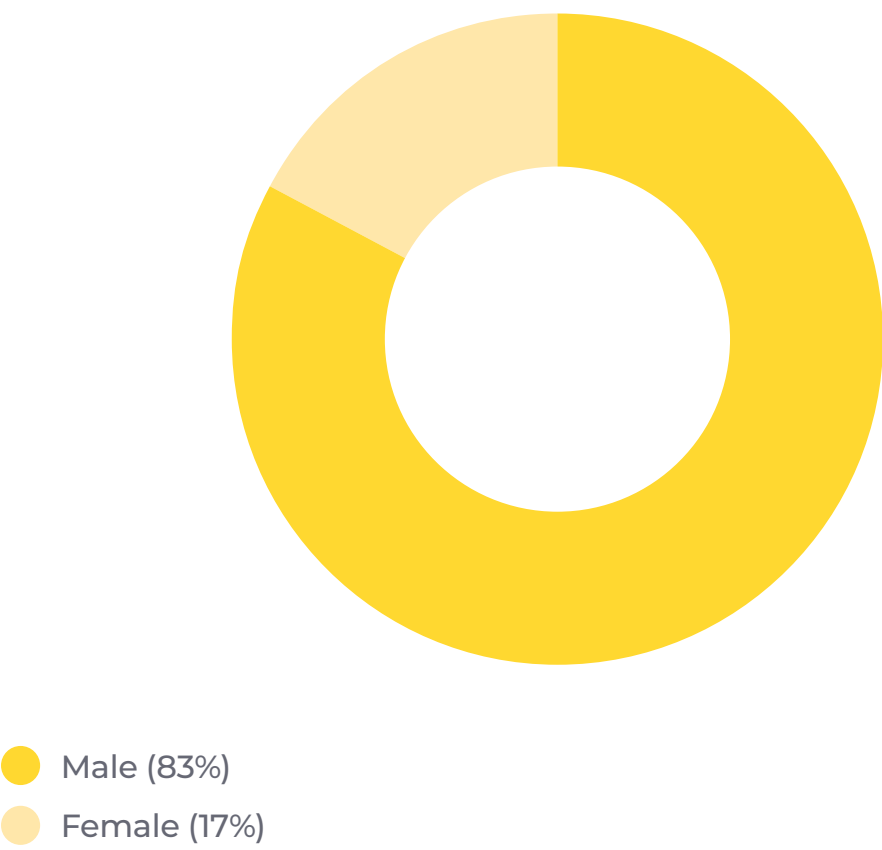
Tech: Engineering & Product

- Male (66%)
- Female (26%)
- Prefer not to say (6%)
- Non-binary (2%)
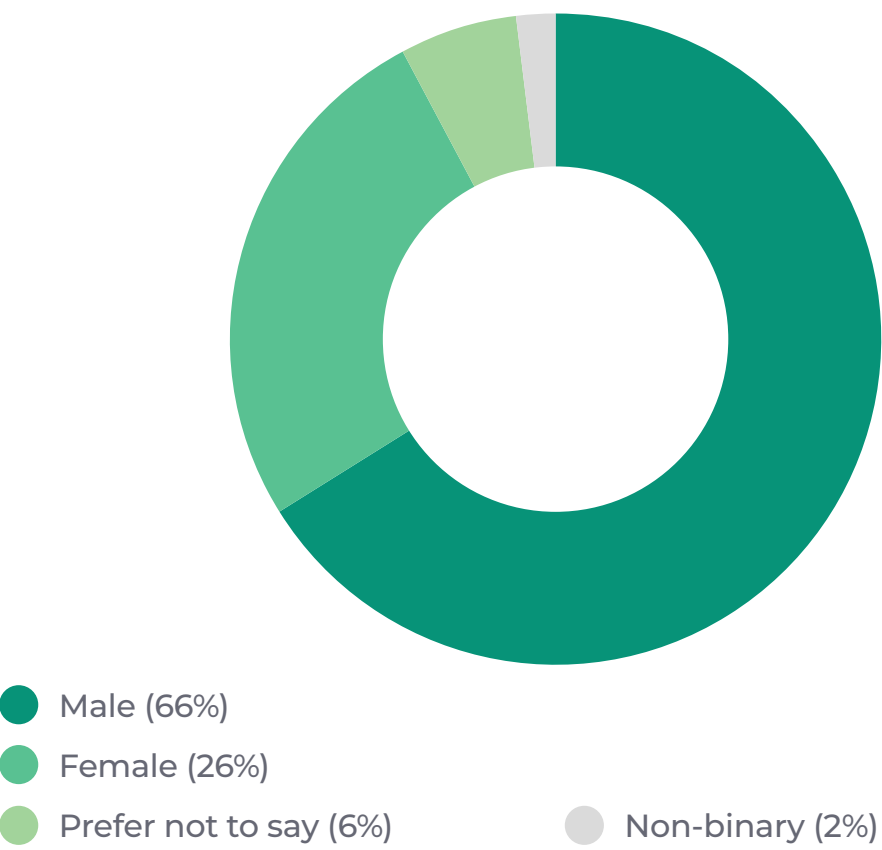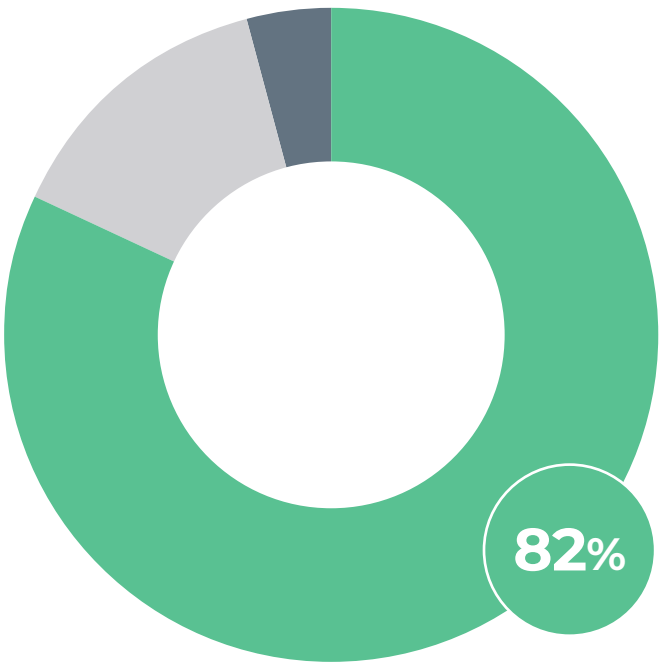
Inclusion

Culture Amp survey

In 2021 we kicked off our annual inclusion survey in partnership with Culture Amp.

The goal of this survey is to help us understand how different demographics feel around six core areas that Culture Amp believes highly impacts the overall sense of inclusion:

· Contribution to a broader purpose

· Diversity

· Voice

· Growth

· Decision Making

· Equity

Overall scores: Inclusion

n = 122

● Favorable (82%) ● Neutral (14%) ● Unfavorable (4%)

Favorable scores: Inclusion

Contribution to broader purpose

92%

Diversity

84%

Voice

81%

Growth

74%

Decision making
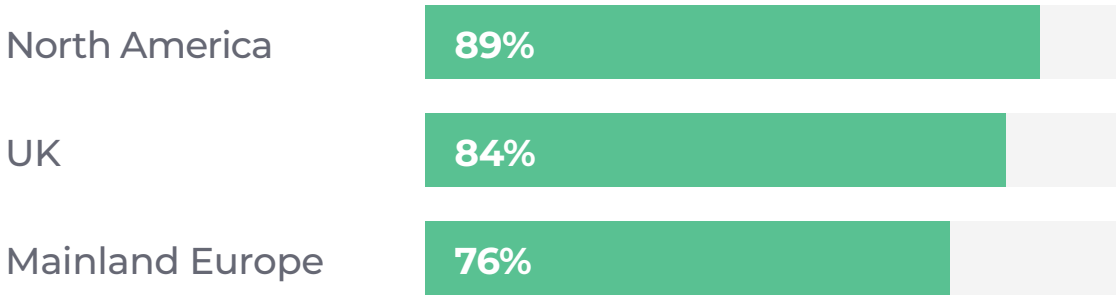
73%

Equity

69%

● Favorable ● Neutral ● Unfavorable

Inclusion

Culture Amp survey
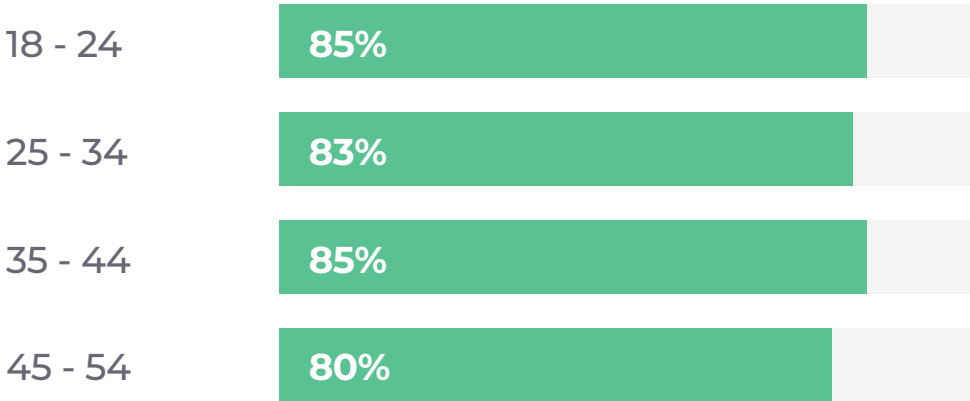
Favorable scores

📍 Location

North America	89%
UK	84%
Mainland Europe	76%

👤 Gender

Female	86%
Male	82%
Non-binary	NA*

🌐 Race / Ethnicity

Black or African	100%
Hispanic or Latinx	93%
White / Caucasian	82%
Asian	80%
Indigenous	NA*
Pacific Islander	NA*
Two or more races	NA*

📅 Age

18 - 24	85%
25 - 34	83%
35 - 44	85%
45 - 54	80%

👥 Caregiver status

To children or adults	89%
Not a caregiver	81%
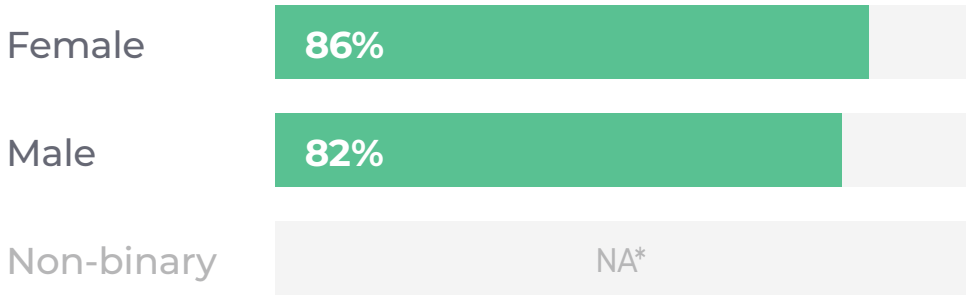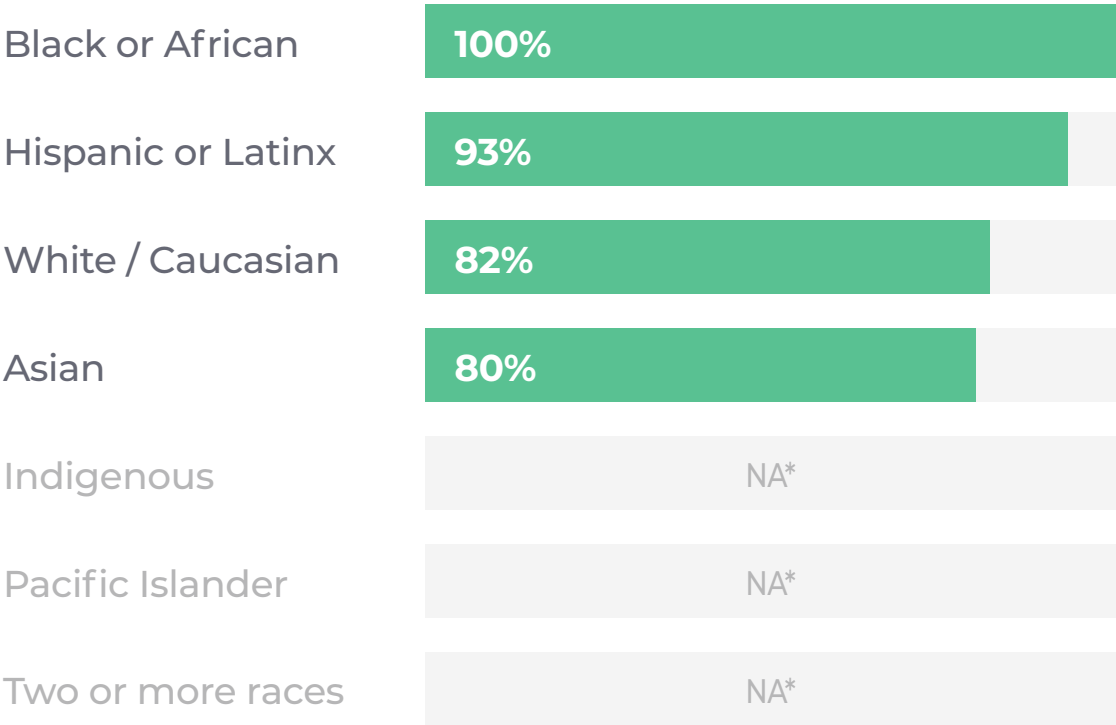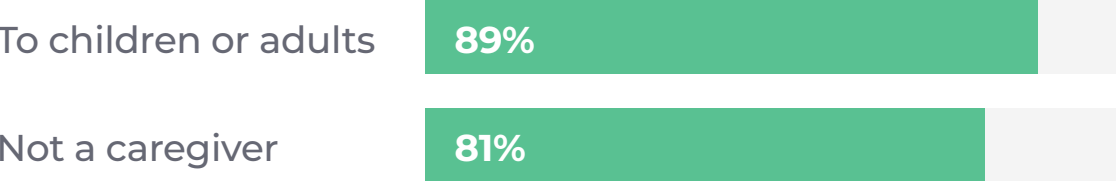
🟢 Favorable score

*Some groups were reporting too small number of participants to keep data confidential

Inclusion

Progress

- Our overall people management team and middle management layer have strong gender equity with a high percentage of women.

- We have healthy engagement scores and are showing higher than industry average scores in most key areas.

- Most of our minority groups are reporting at or above company average inclusion scores.

- We have high industry inclusion scores around communication and decision making.

- We score 14 points higher than Culture Amps average for feeling that when opinions are shared they matter.

- Caregivers very much feel included at Codility.

Learning

Minorities
While we've done a lot of work to bring more women into the company and into leadership roles we still have more work ahead of us in our other minority groups, particularly people of color

Growth
We need to double down on our initiatives to invest in skills growth and career paths
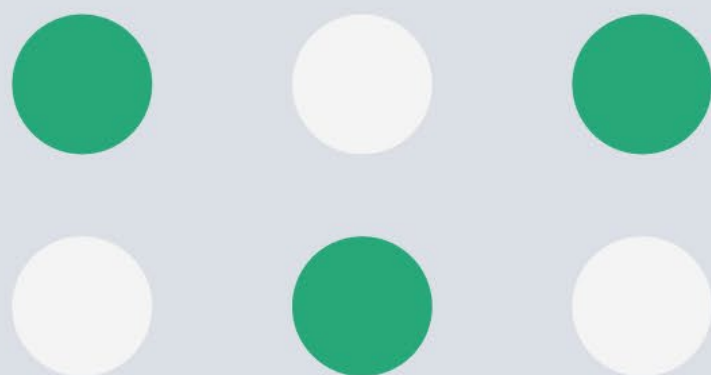
Transparency
We need to be more transparent about promotions

Inclusion
We need to shrink the delta of inclusion rates between Poland and other location

Reporting
In general, we would like to see higher participation in the self-reporting of demographics

ERGs and Community Groups

04

ERGs and Community Groups

ERGs (Employee Resource Groups)

The past year, we officially launched our Employee Resource Groups (ERGs). Our vision for ERGs is that they provide a safe place for people who identify with particularly underrepresented groups in tech. It's a place where like-minded people can share challenges and wins.

Additionally, it's ground zero for education and collaborative asks that will help move these groups forward. We launched five groups around:

- **Women of Codility**

- **LGBTQ+**

- **Caregivers**

- **People of Color**

- **Neurodiversity**

Community Groups

We've learned that there is a desire for our people to rally around additional causes and initiatives. In 2022 we will be launching community groups that enable our people to work together to solve problems.

Our first two community groups will be around sustainability and mental health.
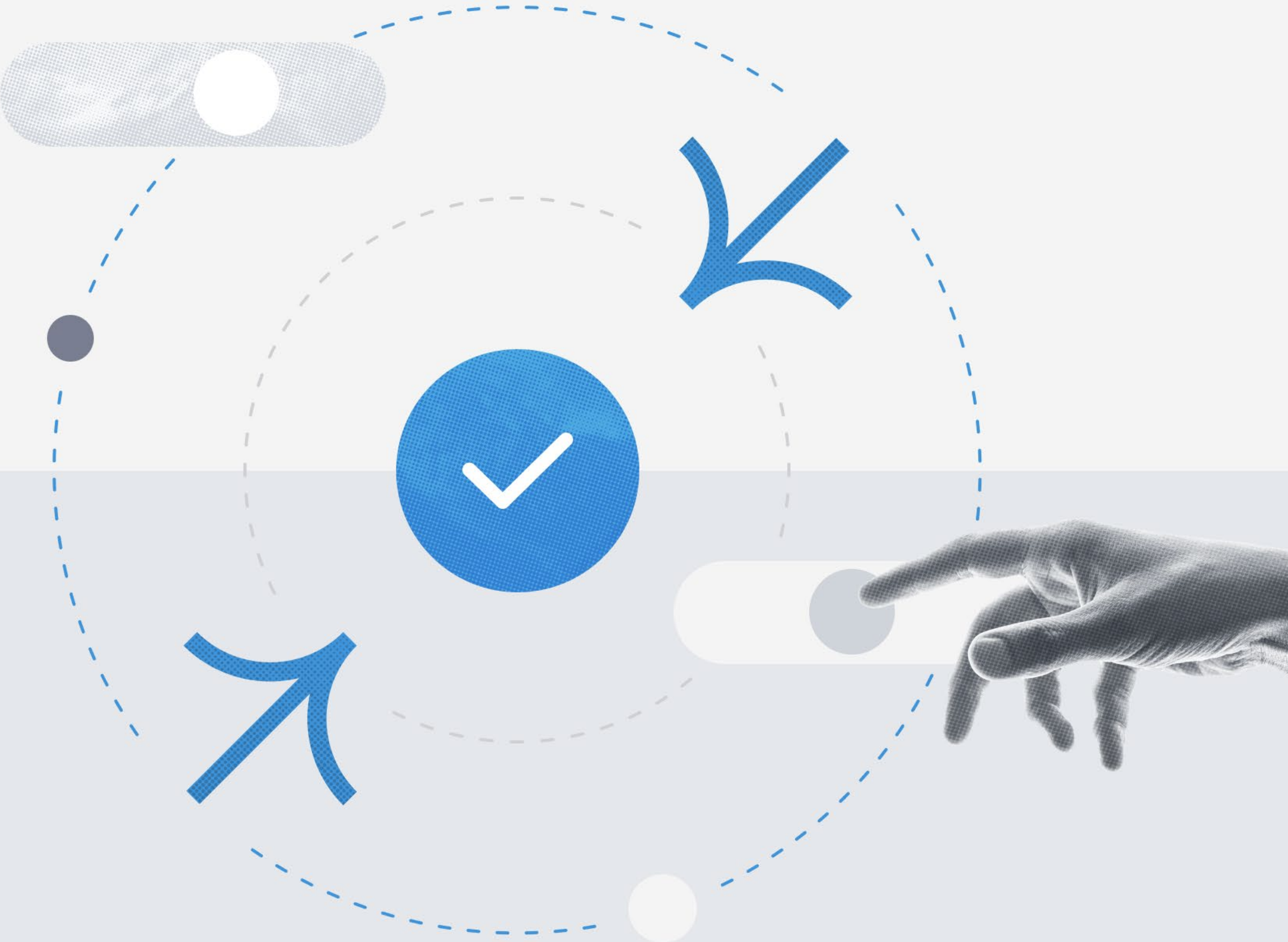
Company Goals

05

Company Goals

Our focus in 2022

01

Make the process around **compensation and promotions more transparent**

02

An intentional focus on **bringing more people of color into the organization** through sourcing and community building.

03

Shrink the inclusion delta between mainland Europe and other locations

04

Create more opportunities around **training for behaviors of inclusion**

05

Empower our ERGs to have a stronger impact through training and financial support

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