



# GLOBAL SAGE

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## Our Diversity Pledge

As a leading global executive search firm and a member of the Association of Executive Search Consultants (AESC), we are dedicated to strengthening leadership worldwide and believe in the power of diverse talent and inclusive cultures.

We are proud to stand in support of our diverse clients and candidates. Actions that accelerate progress for diversity hiring are a critical priority.

### OUR PLEDGE

We share a commitment to combat prejudice and discrimination within our own organizations, with candidates and the clients we serve, and in our communities.

We pledge to use our collective voices and actions to help create a world that is inclusive, diverse, equitable and accessible for all.

### OUR GUIDING PRINCIPLES

#### *ACCELERATE*

We commit to developing and deepening actions within our own firm. Our Guiding Principles will help inform firm-based actions which will accelerate a sustainable positive impact.

#### *EDUCATE*

We commit to listen, engage, and learn so that we can do better both as employers and as trusted advisors. We will understand and leverage best practices to greatly enhance attracting and developing diverse talent for ourselves and our clients. We will work with our clients to identify leaders and assess them for their ability to create inclusive cultures where diverse talent thrives.

#### *ADVANCE*

We will develop stronger and more diverse slates of candidates through robust research, outreach, and alliances. We will use our expertise to mentor diverse talent to raise their visibility and their success and will identify partnerships that allow us to engage more people, and thus have a greater impact.

#### *ADVOCATE*

We will advocate with clients to help them embrace best practices that further their diversity and inclusion efforts which, in turn, will enhance business results. We will contribute our time and our expertise to under-served communities to advance racial equity and economic empowerment and to fight for social justice.

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