



Diversity, Equity & Inclusion Report Summary 2022



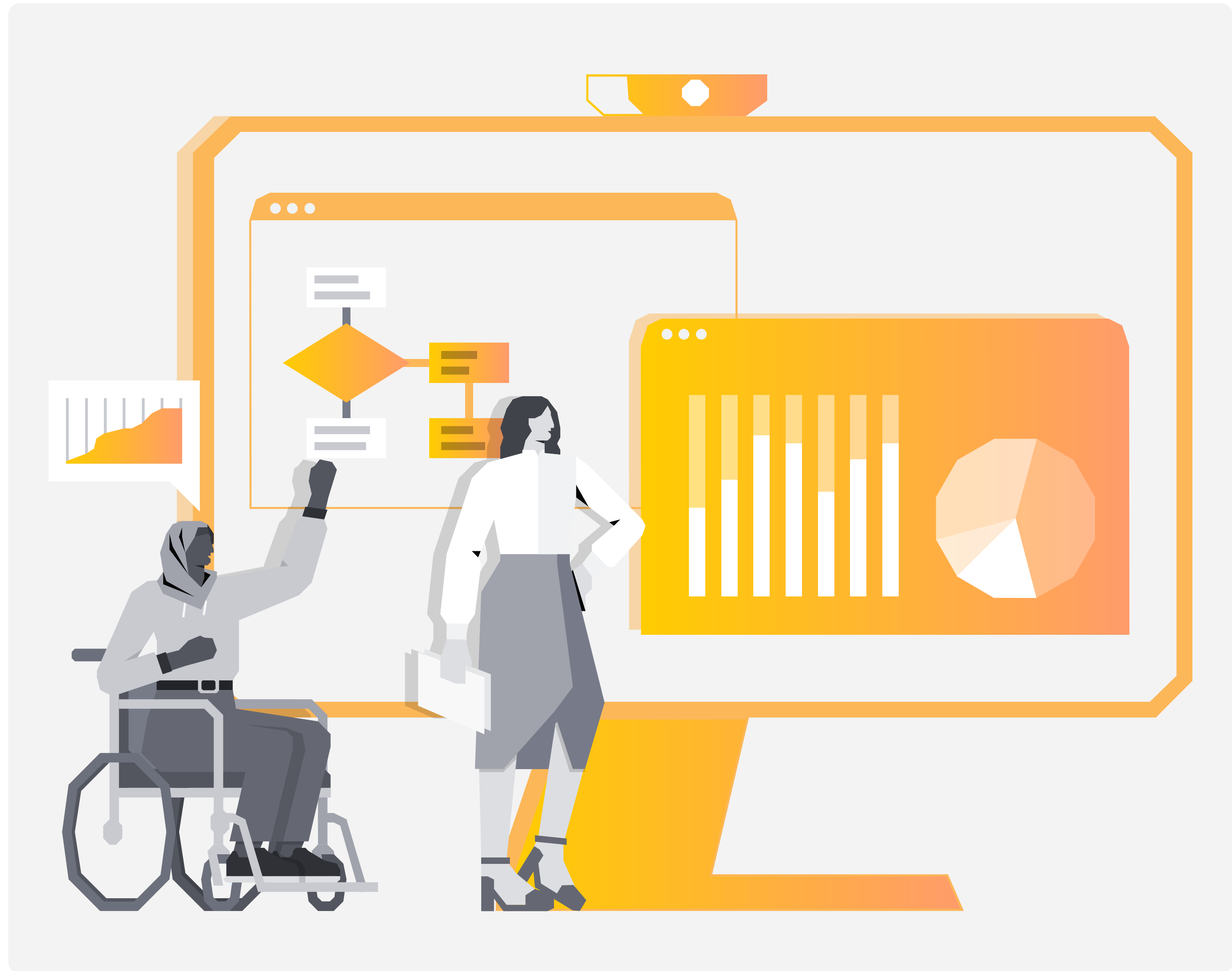
The 2022 Report is based on data collected from 1st Jan 2021 to 31st Dec 2021.



Tessian and DEI

DEI is a reflection of two of our core Tessian values: Human First and We Do the Right Thing. We want Tessian to be a place where everyone has the opportunity to bring who they are to work, and be included and valued as they are.

Actions speak louder than words, so what are we doing at Tessian to build a more diverse, inclusive and equitable workplace?



🚩 2021 Wins

Equity

Our pay gaps are narrowing! We focus on equitable access to growth opportunities and career development at Tessian: in 2021, 50% of our promotions went to women and 38% went to people from underrepresented ethnicity backgrounds.

Gender Pay Gap:

- improved by 5 percentage points

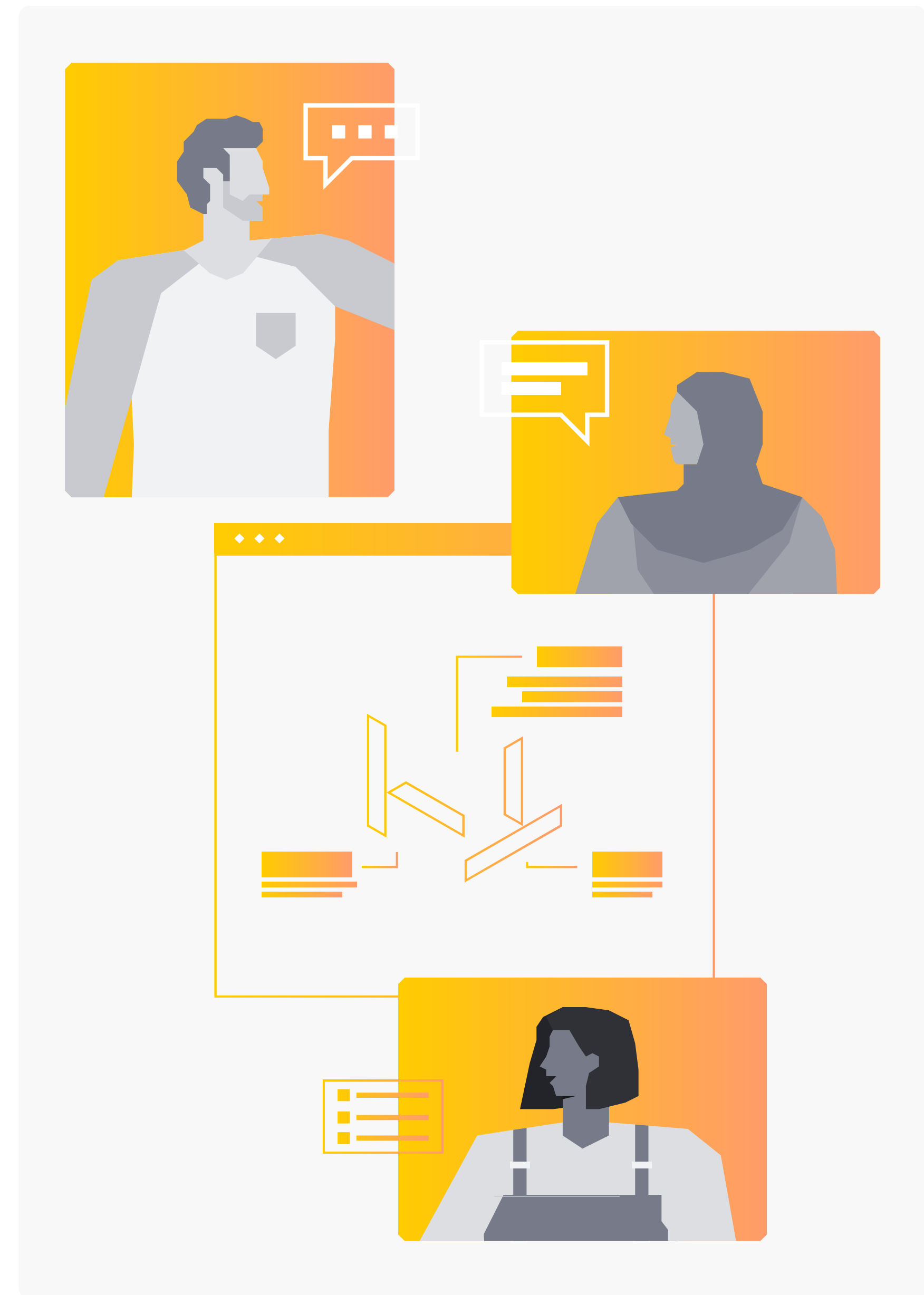
Ethnicity Pay Gap:

- improved by 13 percentage points

Inclusion

We want all Tessians to feel a sense of belonging in our workplace, and it's important we continue to ask for feedback! That's why we use an employee engagement tool: Peakon. In 2021, our employee sentiment around DEI went from below the benchmark to top 5% compared to companies similar to us!* This measures how Tessians feel about diversity, inclusiveness, and non-discrimination in our workplace.

* Measured and benchmarked using our employee engagement tool: [Peakon](#)



2021 Challenges

Diversity

Our representation is not improving: we've still got lots of work to do to improve our representation, especially with respect to gender and ethnicity. Lack of representation is common in the industry we work in, which makes it all the more important to work hard to change this!

How will we achieve this?

Our focus is on hiring: we've got lots of open roles to fill and our Talent team and hiring managers are putting in tons of work to source candidates from a wide diversity of backgrounds. [OPEN ROLES →](#)

How will we measure success?

Here are our goals in 2022:

- Improve representation of people from underrepresented ethnicity backgrounds by **30%**
- Improve gender representation by **30%**
- **Double** gender representation in Engineering & Product

But this isn't all we're working on, to read more about our 2022 DEI Strategy, how we're working to understand more, and how we're maximising intersectional impact: head to our [BLOG →](#)



Our DEI Strategy

Our strategy encompasses the entirety of a Tessian's lifecycle, so that we can ensure DEI stays at the core at every stage.



