

# 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 experiences 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 progress. It is key to achieving EY's ambition for creating long-term value – bringing the best of our global organization together to run our businesses and serve clients, ultimately achieving better business success in this transformative age.

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teaming. Including varying points of view in our decision-making, operations and actions is fundamental to establishing long-term value for EY people, as well as long-term client, social and financial value. This helps us to fulfil the EY purpose of building a better working world. Through this, we demonstrate our organization's distinctiveness, drive innovation, build trusted relationships across differences, enable equitable and exceptional experiences for EY people and deliver the highest quality services for clients.

**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, socioeconomic 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 experiences 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.

**Carmine Di Sibio**  
EY Global Chairman and CEO, and  
Global DE&I Steering Committee  
Co-Chair

**Andy Baldwin**  
EY Global Managing  
Partner – Client Service

**Steve Krousos**  
EY Global Managing  
Partner – Business Enablement

**Kate Barton**  
EY Global Vice Chair – Tax

**Alice Chan**  
EY Global Accounts  
Committee Chair

**Jack Chan**  
EY Global Emerging Markets  
Committee Member

**Marie-Laure Delarue**  
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**Errol Gardner**  
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**Julie Boland**  
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**Nicola Morini Bianzino**  
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**Jay Nibbe**  
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**Hank Prybylski**  
EY Global Vice Chair –  
Transformation

**Jessie Qin**  
Partner on rotation

**Julie Teigland**  
EY EMEIA Area  
Managing Partner

**Patrick Winter**  
EY Asia-Pacific Area  
Managing Partner

**Karyn Twaronite**  
EY Global Vice Chair – Diversity,  
Equity & Inclusiveness, and Global  
DE&I Steering Committee  
Co-Chair

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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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