



# Diversity Report



**Q3 2022**




# Diversity Report


At Caribou, two of our core values are **See People as People** and **Take Care of Each Other**. We are committed to building diverse teams, along with mentoring and promoting talent from within when possible.

As a part of our commitment to these values, in 2020 Caribou launched a Diversity and Inclusion Council with the goal of ensuring everyone in the company felt a sense of belonging and could do their best professional work.


**D&I Council created a multi-pillared action plan, with a focus on:**




**Collecting our diversity data**



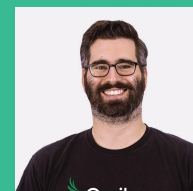
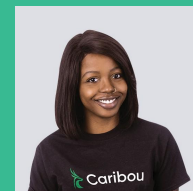
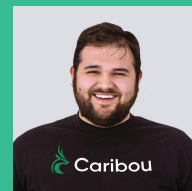
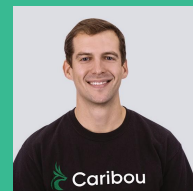
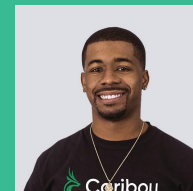
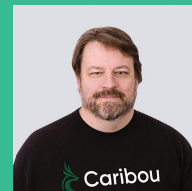
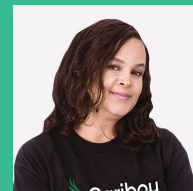
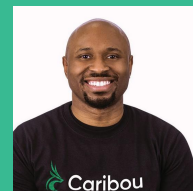
**Improving our sourcing and hiring processes**



**Ensuring fair company policies**

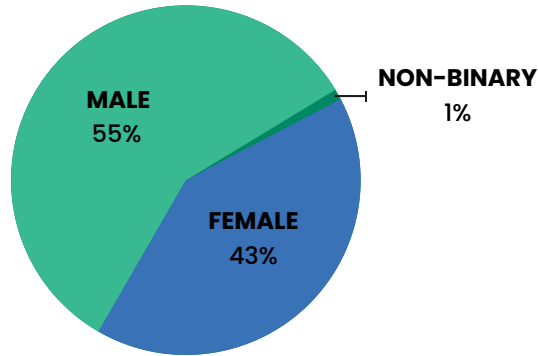


**Increasing the programming and education around an inclusive workplace**



# Gender Diversity

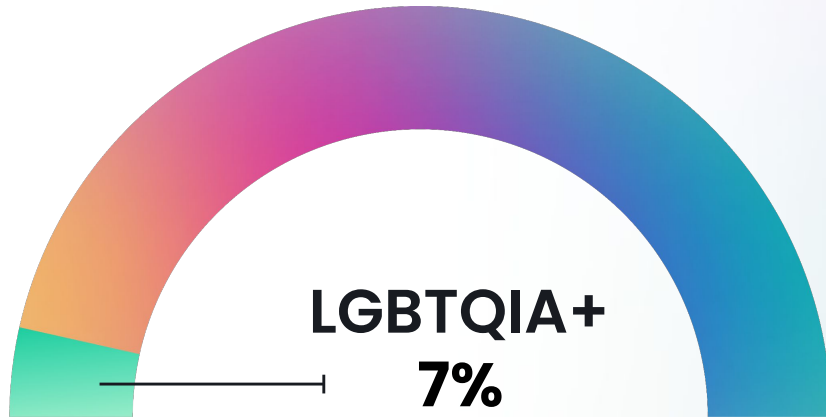
Gender and racial diversity metrics reflect categories required by the Equal Employment Opportunity Commission. Currently our systems only support capturing legal gender as specified by either Female or Male. Caribou knows that gender exists across a spectrum. We support our non-binary employees and encourage all employees to share their preferred personal pronouns at work.



	FEMALE	MALE
BUSINESS OPERATIONS	42%	57%
CORPORATE	32%	67%
TECHNOLOGY	26%	73%
SENIOR LEADERSHIP	42%	58%
PEOPLE MANAGERS	40%	60%

# LGBTQIA+ Diversity

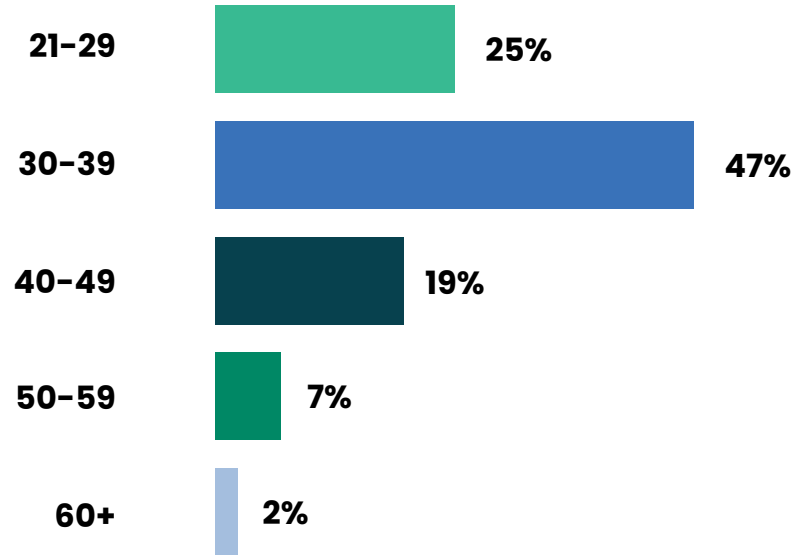
As of September 2022, **7%** of responding team members self-identified as part of the LGBTQIA+ community.



# Racial Diversity

	ASIAN AMERICAN / PACIFIC ISLANDER	ALASKAN NATIVE / INDIGENOUS AMERICAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINX	MIDDLE EASTERN	MULTI-RACIAL	OTHER RACES	WHITE	UNSPECIFIED
ALL COMPANY	10%	0%	14%	12%	0%	6%	1%	54%	2%
BUSINESS OPS / SALES	8%	1%	17%	17%	1%	8%	1%	46%	2%
CORPORATE	10%	0%	14%	5%	0%	4%	0%	64%	3%
TECHNOLOGY	18%	0%	5%	2%	0%	4%	0%	72%	0%
PEOPLE MANAGERS	9%	1%	11%	6%	0%	5%	0%	65%	2%
SENIOR LEADERSHIP	12%	0%	8%	4%	0%	8%	0%	69%	0%

# Age Diversity



Median age  
of employees:

**35**



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