

We acknowledge the large-scale inequities that have plagued our industry for too long. But words matter little without action. So we are committing to being the change leaders for our company, industry and society. We vow to build a more diverse, inclusive and just Havas-to provide a more meaningful work experience for all.

Data Transparency

BECAUSE WE HAVE TO
UNDERSTAND WHERE WE ARE TO
SEE WHERE WE CAN GO

Havas US

	American Indian/ Native Alaskan/ Native Hawaiian/ Pacific Islander	Asian	Black/ African American	Hispanic or Latino	Two or More Races	White (Non- Hispanic)	No Answer	Other
Executive/ Director	0.22%	5.79%	2.67%	8.24%	0.67%	75.95%	6.46%	0.00%
Senior Manager/ Manager/ Team Leader	0.00%	9.22%	5.11%	8.03%	1.09%	71.08%	5.11%	0.36%
Professional	0.25%	10.74%	7.39%	12.83%	1.85%	58.87%	7.83%	0.24%
All Career Levels	0.16%	9.66%	6.11%	10.80%	1.47%	64.71%	6.83%	0.25%

Source: Internal Workday Talent Management System as of July 20, 2020

Providing Industry Access

TO BLACK & PEOPLE OF COLOR
WHO EXPERIENCE LIMITED
EXPOSURE & BARRIERS TO ENTRY

Breaking Systems & Evolving

TO CHANGE THE WAY IT'S ALWAYS BEEN DONE

Education & Ownership

BECAUSE EVERY EMPLOYEE PLAYS
A ROLE IN COMBATING RACISM &
FOSTERING AN INCLUSIVE WORKPLACE

Supporting & Accelerating Careers

TO DELIVER ON OUR PROMISE THAT HAVAS
IS A PLACE WHERE BLACK EMPLOYEES AND
EMPLOYEES OF COLOR CAN ADVANCE

Amplifying Diverse Voices

SO THAT OUR BUSINESS HAS
REPRESENTATION FROM ALL COMMUNITIES

Compensation Accountability

THAT ENSURES EQUITY AND TIES TO LEADERSHIP ENGAGEMENT AND IMPACT