

2023

# IMPACT REPORT

ESG & CSR INITIATIVES



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# A Letter from Our CEO

**As the labor landscape continues to evolve, we must reimagine a new tomorrow where workers, talent aggregators and organizations are seamlessly connected.**

To that end, Magnit's mission is to reduce the friction in the talent supply chain, enabling organizations to source and manage talent more efficiently while minimizing bias. We engaged over 1 million workers around the globe in 2023, and we take the economic impact we have on workers, families and communities with the utmost responsibility.

We empower our clients to thrive in the future of work, and we do this with unwavering commitment to diversity, equity and inclusion (DE&I) and environmental impact goals. We believe the evolution of work includes a clean environment, equitable compensation, and a diverse and inclusive workplace.

Our people are undoubtedly our biggest asset. Professional, trusted, responsive, agile, innovative and smart, they are what our clients call "The Magnit Magic." As such, Magnit recognizes the pivotal role that employee engagement and wellness play in our company's success. We have continued our efforts toward fostering a diverse, inclusive, and supportive environment and a culture where each person, regardless of identity or background, can flourish and contribute their unique strengths to our growth. We firmly believe inclusion is at the heart of innovation and are actively working toward achieving not only our workforce goals, but the commitments of our clients and suppliers as well through our industry-leading DE&I services.

True to our Code of Success, we have also boldly pushed the boundaries of sustainable business practices in the past year. Magnit is proud to be the first company in the industry to run on 100% renewable energy, and by 2040 will be the first historically carbon neutral MSP, as well as one of the only historically carbon neutral companies in the world. Our progress thus far is a testament to our steadfast commitment to environmental stewardship, and we will continue re-calibrating and reassessing how we conduct our business and the programs we invest in to ensure that momentum continues. Recently, we were proud to be recognized by *Newsweek* as one of America's Greatest Workplaces for Women, illustrating how our efforts are translating to real-world impact.

Our 2023 Impact Report is a demonstration of our promise of transparency and helping to hold ourselves accountable as we continue to shape the future of work and set the precedent for human dignity and the pertinence of global sustainability.

**Teresa Carroll**  
CHIEF EXECUTIVE OFFICER

# Messages from Our Leadership



“ Our Impact Report is a significant component and representation of Magnit's ideology, which holds that transparency is crucial to creating real change.

Transparency pushes us all toward a healthier, more sustainable future and enables us and our customers across the globe to remain accountable while staying true to our promises.

**Rashmi Gupta**

CHIEF HUMAN RESOURCES OFFICER

[EXECUTIVE BIO →](#)



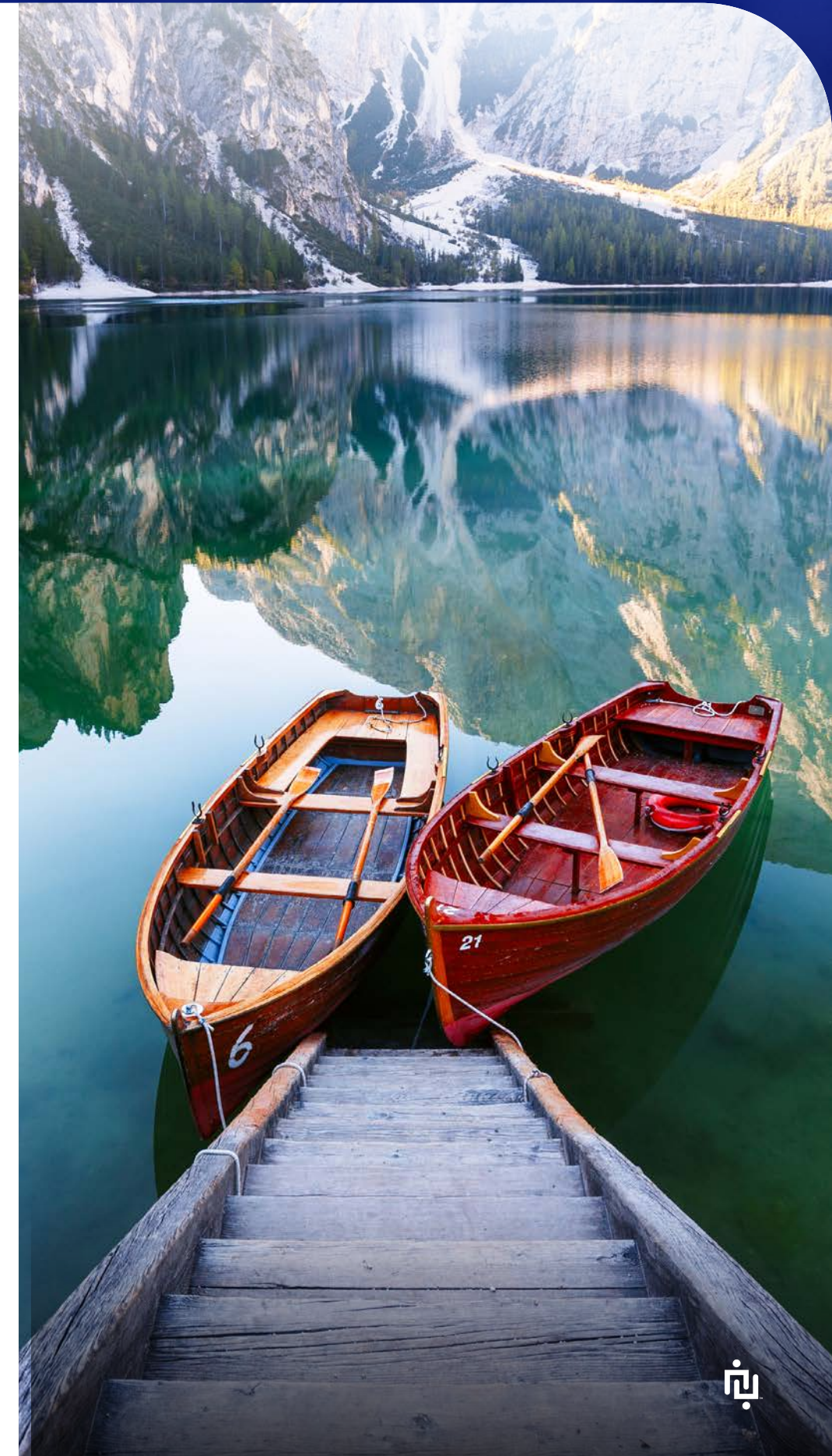
“ In our pursuit of a sustainable future, we recognize that true progress hinges on honoring diversity, nurturing sustainability, and cherishing culture. Each small step toward inclusion, environmental stewardship, and social equity accumulates into profound societal change.

Real change only occurs when we have lifted our most disadvantaged, underscoring our commitment to putting people first. A collective effort is essential for the betterment of individual dignity and well-being.

**Rebecca Perrault**

GLOBAL VP, CULTURE & DIVERSITY

[LEADERSHIP STYLE →](#) [2023 DE&I INFLUENCER →](#)



# Magnit's Impact Puts People First

We commit to valuing individual dignity and well-being. The evolution of work includes a clean environment, equitable compensation, and a diverse and inclusive workplace.



## Pioneering

First in the industry to be certified Carbon Neutral and run on 100% renewable energy



## Comprehensive

Robust employee benefits and wellness program



## Ambitious

By 2030, Magnit aims to have VP+ female representation of 50% and to increase people of color representation by 10%



## Influential

Impacting the contingent workforce



## Committed

Aligned with the UN Global Compact



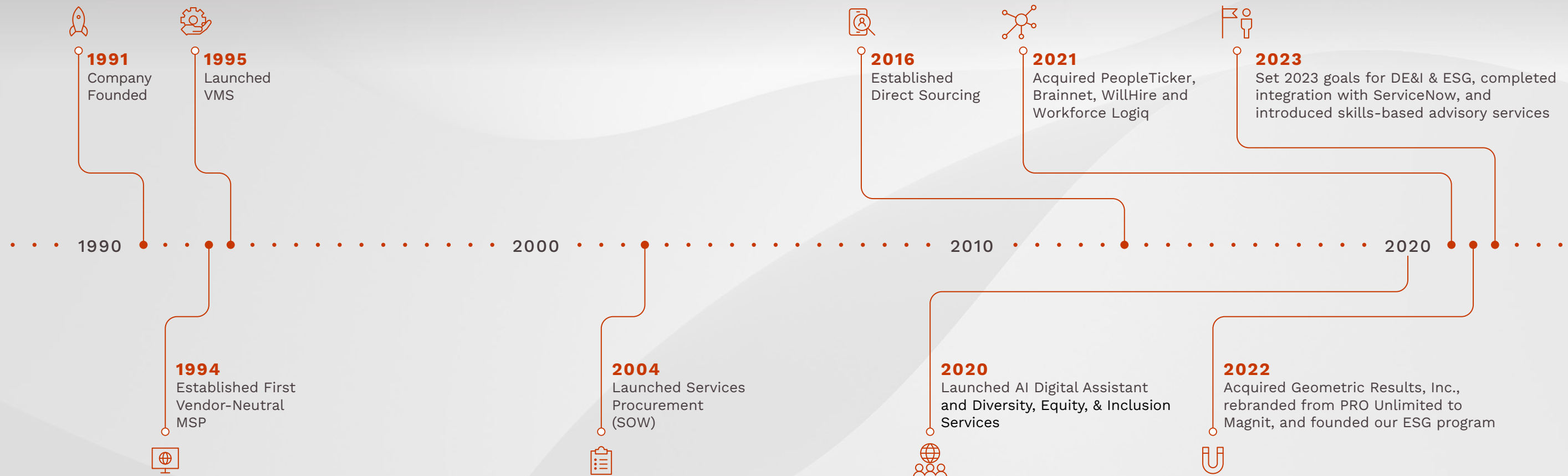
## Transformative

Through these core efforts, Magnit helps drive the evolution of work and the world

# Our History

**Magnit is a leader in the evolution of work, offering an AI-powered Integrated Workforce Management (IWM) platform and services that digitize the talent supply chain, connecting companies, suppliers, and workers.**

Our industry-leading [Integrated Workforce Management \(IWM\) platform](#) is supported by 30+ years of innovation, modern software, proven expertise, and world-class data and intelligence. It enables companies to optimize talent and diversity goals while achieving operational and financial success.



# Magnit at a Glance

## Where Technology Meets Talent





# Our Employee Code of Success

## 01

### **Embrace Bold.**

We make bold decisions. We adapt to change and empower organizations to impact the world. Bring your best ideas, and you won't just see the impact, you'll be the impact.

## 03

### **Advise and Deliver.**

We consult rather than reflexively enable. We are leaders in our space because we encourage providing the right solutions, even when it's not what our clients want to hear. But we do this with respect and a high degree of emotional intelligence.

## 05

### **Value Diversity.**

We are a diverse and inclusive workplace. Be your authentic self, and you'll feel like you belong, and allow others to do the same.

## 02

### **Drive Growth.**

We value ambition and support your growth. When you strive, you thrive. So do we.

## 04

### **Act with Agility.**

We adapt to change and pressure with tenacity and resilience.

# Magnit Awards & Recognitions



**CWS and MSP Services  
Procurement Leader**




2023 Brandon Hall Group  
**Gold in Best Advance in  
Talent Acquisition  
Technology**

2023 Brandon Hall Group  
**Silver in Best Advance in  
Diversity and Inclusion  
Innovation**



2023 CODiE Award  
**Excellence in Diversity,  
Equity, Inclusion in  
Business Technology**



2023 SIA MSP Global  
Landscape Report  
**Top Scores in All  
Service Categories**

2023 SIA VMS Global  
Landscape Report  
**“Best Imaginable”  
in All 7 Categories**

2023 SIA Global Power  
150 Women in Staffing  
**Teresa Carroll,  
Sam Smith**

2023 SIA DE&I  
Influencer Award  
**Rebecca Perrault**

2023 SIA 40 Under 40  
**Rebecca Perrault**

2023 SIA Europe List  
**Sam Smith**



2023 PEAK Matrix  
**Highest Score for Vision &  
Capability for VMS**

2023 PEAK Matrix  
**Leader Recognition for  
CWM / MSP for Third  
Consecutive Year**



2023 HRO Today  
Association Award  
**Best in Class - Innovation**



2023 Tiara Winner  
**DE&I Solution  
of the Year**

2023 Tiara Finalist  
**Workforce Solution  
of the Year**



**America's Greatest Workplaces for Women**

# The United Nations Sustainable Development Goals (SDG)

**In 2015 the United Nations adopted the 2030 Agenda for Sustainable Development, which includes the 17 Sustainable Development Goals.**

The focus of the goals is peace and prosperity for people and the planet. The United Nations recognizes that we need a global partnership to “achieve a better and more sustainable future for all.” Magnit is committed to contributing to the goals.



## Decent Work and Economic Growth

Our Magnit Unites program helps employers find diverse talent to exceed their pre-pandemic workforce levels. This bounce back helps reduce unemployment and inequality by ensuring all workers regardless of circumstance can enjoy an equal opportunity to build a better life.



## Reduced Inequalities

Magnit is committed and intentional in reducing inequalities, where present, for all groups in our organization. Through initiatives like pay equity analysis, unconscious bias education, transparent representation goals, and continued evaluation of our internal processes we will achieve an equitable workplace where all employees have equal and equitable access to opportunities.



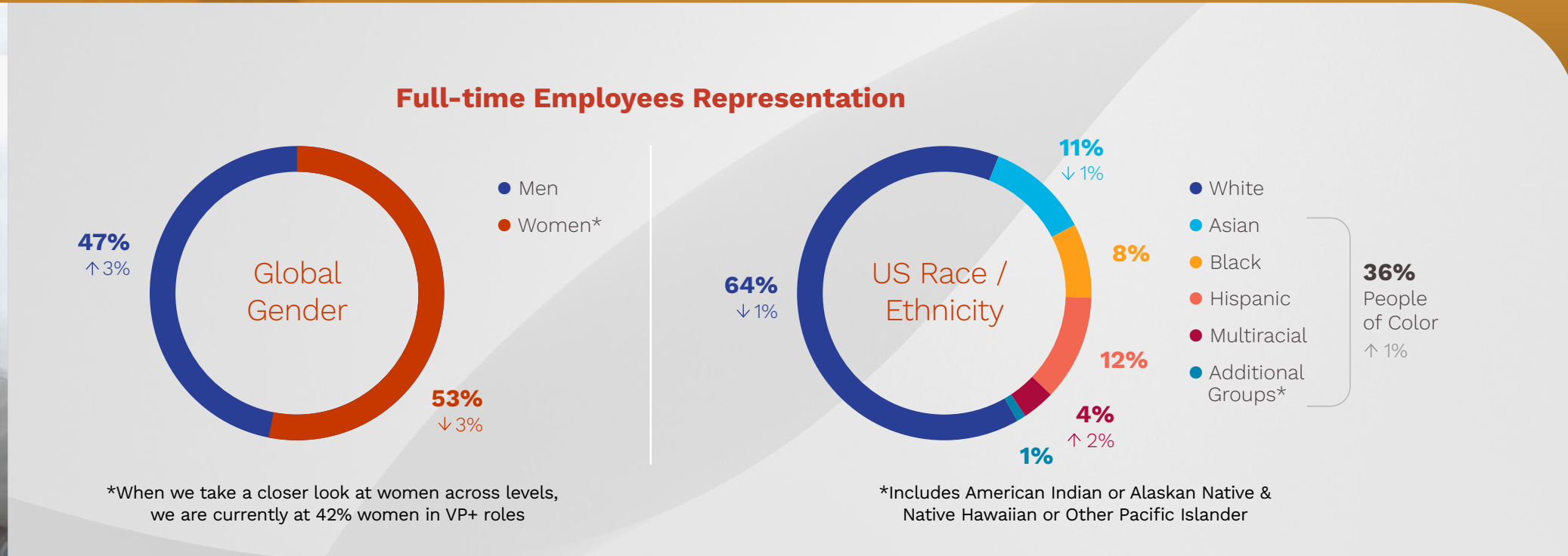
## Climate Action

While our footprint is comparatively small, Magnit sits within our over 600 client organizations' upstream emissions, allowing us to have an oversized impact on fighting climate change. Every action we take in this space is designed to multiply our actions beyond traditional carbon reductions.



2023 IMPACT REPORT

# Social



## Our People

**Recognizing the pivotal role that employee engagement and wellness play in our company's performance, we are dedicated to fostering a diverse, inclusive, and supportive environment.**

As part of this commitment, we actively work toward cultivating a company culture where every individual, regardless of background or identity, has the opportunity to thrive and contribute their unique strengths to our collective success. Our commitment to diversity is not just a principle; it is a fundamental aspect of our organizational culture, shaping a dynamic and innovative future for all. At Magnit, our employees are a driving force of our holistic diversity.

## Workforce Diversity

**In 2022 we unveiled our 2030 representation goals and our promise to accountability and transparency. By holding ourselves and each other accountable we are making progress toward reaching a more diverse Magnit workforce.**

After launching our self-identification campaign, which gave our full-time employees the opportunity to self-identify in several aspects of diversity, we now have an even better understanding of the makeup of our workforce. Specifically, as a part of our 2030 goals, we strive to have VP+ female representation of 50% and to increase people of color representation by 10%. We have made progress to reach these goals and continue to prioritize forward movement.

Although we have seen a 3% decrease in female representation globally, we are still above binary gender parity. When we take a closer look at women across levels, we are currently at 42% women in VP+ roles. Regarding race and ethnicity, we removed anyone that declined

to answer and international workers to calculate the representation percentages. The most significant difference compared to 2022 representation was a 4% increase of employees from multiple races. Overall, there was also a 1% increase in the representation of people of color, and although this is a small improvement, we are deeply committed to our 2030 goal.

We will achieve our goals by hiring, retaining, and promoting the right people across all levels. Specifically we know we will drive progress through equitable hiring practices, empowering our ERGs (Employee Resource Groups), and deepening our culture of inclusion, as we believe a truly diverse organization is diverse at all levels.





## Memorable Events

**Over the past year Magnit's Employee Resource Groups (ERGs) hosted several virtual events, discussions and activities that celebrated culture, provided self-development, and helped employees begin difficult but important conversations. To the right are a few of the most memorable discussions.**

[VISIT MAGNIT'S ERG SITE →](#)

### **diverseAbility:** People with Disabilities

In commemoration of Autism Acceptance Month, the diverseAbility ERG engaged in a meaningful celebration by spotlighting crucial themes: understanding the distinctions between autistic and neurotypical individuals, tracing the evolution of autism research, exploring contemporary treatments, and providing valuable tips for creating a supportive work environment. However, their focus extended beyond awareness-raising, but also actively promoted acceptance by embracing the diverse tapestry of neurodiversity within our community.

### **Profesionales:** Hispanic and Latine

In celebration of Hispanic Heritage Month, the Profesionales ERG spotlighted the diverse and rich stories of the Latine & Hispanic community through engaging activities focused on networking and cultural education. By hosting events such as a compelling webinar on how to build a network and community at work and an immersive virtual experience of Latin music, they invited the entire Magnit community to collectively join their learning journey with the hope of inspiring meaningful discussions on the culture-rich stories shaping their community.

### **Shakti:** Women

The Shakti ERG partnered with Kristy Sidlar, colleague and creator of the Wellness Widget, to spearhead the 30-day wellness challenge, encompassing the six essential elements of wellness: physical, emotional, social, spiritual, financial, and vocational. Activities, ranging from building a personal budget, volunteering in their community, and scheduling doctor's appointments, were seamlessly integrated into the challenge, enabling participants to proactively prioritize their total wellness and cultivate enduring, healthy habits. Participants praised the challenge for the concise activities that targeted aspects they don't usually focus on, fostering their well-being.

### **Mosaic:** Black and African American

In collaboration with a Cigna EAP expert, the Mosaic ERG tackled the complex topic of racial injustice, which continues to perpetuate discrimination and inequalities, focusing on coping with the impact of violent acts. During the seminar, they reviewed stress reactions and shared strategies for maintaining well-being while processing impactful experiences.

### **PRIDE:** LGBTQIA+

The PRIDE ERG hosted a vibrant celebration honoring the LGBTQIA+ community in June, commencing with a kickoff event, delving into the profound history of Pride Month and offering valuable insights on demonstrating allyship to the LGBTQIA+ community. Following the highly successful kickoff, they engaged colleagues in an interactive game and puzzle that explored topics vital to the LGBTQIA+ community. They ended their celebration by spotlighting Magnit's inclusive benefits, guiding employees through the diverse offerings available. The festivities acknowledged the progress made toward equality while advocating for continued inclusivity and acceptance.

### **Service Stripes:** Veterans

On Veterans Day, our focus was on fostering awareness and remembrance for the courageous Veterans who have dedicated themselves to service. We shared valuable resources to commemorate their bravery and explored the impact that diversity has had within the armed forces to augment respect for all veterans. One noteworthy example is Native American service members ingeniously utilizing their tribal languages for covert communication during WWII. Additionally, our colleagues contributed by sharing their personal experiences and family histories, adding to the rich narratives of the veteran community.

# Fostering Engagement

**As an organization that values diversity and embraces an inclusive culture, we support our ERGs and promote the participation of all employees in events.**

As we continue to expand as an organization, the ERGs have taken the initiative to plan impactful programming ranging from educational, social, and community-based events for all employees, which have contributed to enriching Magnit's culture. Our entire organization can benefit from the unique experiences and perspectives of our diverse people.

 27  
**ERG Events**

 569  
**ERG Members**

 900+  
**Attendees  
Across Events**



**David Giboyeaux**  
HR PARTNER &  
PROFESIONALES ERG  
LEADER

“  
*I love all our Magnit ERGs and the impact they have on building a sense of community. Everyone feels that we belong here because we do! Magnit DE&I, ESG, and ERG initiatives have been paramount to how we uplift and support each other.*



# Having Impactful Conversations

**Formal events are critical to building connection, but indirect dialogue gives us all the opportunity to exchange diverse ideas and improve best practices.**

## Internal Impact

We provide our employees the opportunity to learn and engage in different topics through our DE&I Microsoft Teams channel. The topics covered empower our employees' voices to be heard and allow them to have honest and courageous conversations.



66

**Total Posts**



924

**Post Reactions**



85

**Post Comments**

**“** The DE&I channel offers a steady flow of insightful and inclusive information from the Magnit DE&I team and has expanded my perspective on other employees' experiences. I enjoy the discussions and the opportunities it creates for us to connect and learn from one another.



**Terri Repreza**

SENIOR LEARNING & DEVELOPMENT MANAGER

## External Impact

At Magnit we believe that DE&I is a journey that requires collective efforts to move forward, which is why we are committed and vocal in our external channels as well.

We share best practices and raise awareness by being intentional through our celebrations, messages, and webinars.

In 2023, we highlighted over 30 DE&I related posts that gained over 137k impressions. To the right, check out a few examples of how we are sharing our DE&I best practices widely.



55% of companies today plan to prioritize diversity, equity and inclusion (DE&I) for the contingent workforce. So how can they ensure they reach their DE&I goals? Magnit's VP of Culture & Diversity, Rebecca Samarasinghe Perrault, discusses the importance of data and how to utilize it successfully to make a tangible DE&I impact in her latest Forbes article.

[READ MORE →](#)



It is important to foster a sense of belonging in your organization and extended workforce. Leverage this checklist to incorporate DE&I best practices into your hiring process and beyond.

[DOWNLOAD CHECKLIST →](#)



As the number of contingent workers continues to rise, it is increasingly crucial to align the level of organizational dedication to the welfare of these workers with that of their full-time colleagues. This involves expanding and adapting organizational DE&I programs to encompass the entire employee population, including contingent workers.

[LEARN MORE →](#)



# Creating Equity in Recruiting

**Our commitment to removing barriers to talent is both an internal and external goal.**

The implementation of our Drivers for Success framework and structured interview questions has been pivotal. These initiatives have significantly improved our hiring process, ensuring an equitable and consistent evaluation of all candidates.

The Drivers for Success framework provides a structured approach aligning candidate assessment with our values and objectives, enabling us to evaluate candidates effectively based on both skills and qualities essential for success within our organization.

Additionally, the integration of structured interview questions has enhanced consistency and objectivity in our evaluation process, minimizing unconscious bias and enabling more informed hiring decisions.

Our ongoing commitment to inclusive hiring practices remains a cornerstone of our recruitment strategy. Through continuous training, we empower our recruiters and hiring managers to promote diversity and mitigate bias at every stage of the hiring process.

Looking ahead, we are dedicated to further enhancing our recruiting efforts, driven by our commitment to diversity, equity, and inclusion. With a focus on innovation and collaboration, we are confident in our ability to attract and retain top talent, ensuring sustained success for our organization and the clients we serve.

## Fostering a Growth Culture Through Learning & Development

**Growth is one of our attributes for success, and Learning and Development are key to enabling the growth of our people.**

These programs have been curated to support employees through their entire careers, allowing them to accelerate their professional journeys. Every year two-thirds of our employee base participates in professional development programs and courses, demonstrating our people-first ideology.

**DRIVE** is Magnit's leadership and professional development program. With three distinct learning tracks, Magnit employees have access to training tailored to their role and career path.

The PREPARE program is designed for individuals on a path to people-management, with the goal of developing a leadership mindset.

The PERFORM program is created for those looking to build professional skills to become a more influential and effective leader in their current roles.

The MANAGE program is designed for people managers, with the goal of delivering on Magnit's promise to manage with accountability and empathy while driving growth.

Engagement is key to fostering people-first culture. This year 98.4% of employees received an annual review, and the average employee review score was 3.62 out of 5 while the average manager review score was 3.76 out of 5.

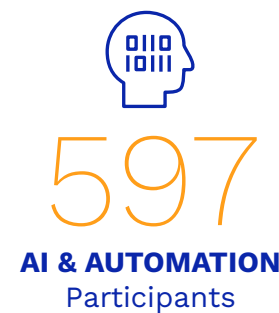


### DRIVE Participation & Completion Rates - 2023



**Combined Total** = 347 Employees or 10% of Workforce in 2023

### Additional Development Programs Participation - 2023



**TOTAL Participation in Formal Development Programs in 2023:** 32% of Magnit employees  
**Employees Opting in to Our Development Library:** 1120 or 33% of Magnit employees





# Supporting Employee Well-Being

**Our employees are essential to our business, and supporting their health and wellness is critical in helping them thrive.**

Magnit provides employees access to:

- **Unlimited PTO** that fosters a healthier work-life balance
- **Inclusive Health Benefits** that allow employees to self-select the best plan for them and their families
- **Family Support and Planning** through free membership to Care.com and up to 12 weeks of paid parental leave
- **Mental Health Support** through Calm membership and EAP program
- **Tools and Community Support** to achieve their health goals through programs like Noom and Peerfit
- **Financial Well-being and Planning** through access to education and matched retirement plans
- **Colleague Spotlight Recognition Program** celebrating excellence at work
- **A Volunteer & Donation Matching Program** that we continue to optimize
- **Flexible Work Arrangements** depending on responsibilities
- **An Array of Discounts** through PerkSpot

# Donations & Volunteer Hours

**At Magnit we believe strongly in giving back to the communities in which we live and work.**

That's why in 2023, Magnit and our employees donated over \$200,000 to charities and other non-profits. Magnit's matching program provides employees with the option to have Magnit match their donation to most non-profit organizations dollar for dollar at any point throughout the year.

**Throughout the year Magnit engaged in several programs with charities:**

## Shakti

Shakti, Magnit's women's employee resource group, initiated the fundraising event to support moms during National Diaper Need Awareness Week. The Magnit community supported their efforts and they successfully exceeded their diaper drive product goal for a total of \$2,907.77 in diapers and wipes.

## Enactus UK

In June Magnit engaged with Enactus UK to help in their mission wherein teams of students directly improve the lives of project beneficiaries, with some 26,000 people helped each year. The focus is on empowering young people and the elderly, addressing social mobility, technology for good, the circular economy, community engagement, and youth empowerment.

## Black Girls Code

Magnit is proud to support the nonprofit organization Black Girls Code through the PGA Charity Challenge. Black Girls Code builds pathways for Black girls and girls of color to embrace computer programming as creators and innovators by creating a culturally responsible curriculum to incite interest in computer science and technology careers. Together we are creating stronger economies and more equitable societies – ultimately realizing the true potential of democracy through diversity and inclusion.

## Tundra Technical Solutions

We were excited to sponsor a scholarship and door prizes for Tundra Technical Solutions' Launchpad Event. Together Magnit and Tundra are dedicated to ending gender disparity in the STEM fields by providing mentorship, financial aid, and opportunities to women and non-binary students across North America.





# The Vital Role of DE&I in Today's Evolving Workforce Landscape



## The Global Talent Landscape is Going Through Major Shifts

[Ongoing labor shortages are having a significant impact on the talent supply chain across the globe](#), leading organizations to reevaluate the way they recruit and engage talent – or risk getting left behind.

Employing a homogeneous workforce amplifies the impact of the talent shortage by limiting the skills, perspectives, and innovation that a diverse staff contributes to a company. With the future workforce characterized by a lack of a majority race-ethnic profile, implementing inclusive strategies is becoming paramount.



## DE&I Offers Substantial Business Advantages

Organizations that prioritize DE&I see notable financial and competitive advantages. Those with a solid commitment to DE&I achieve stronger sales, better ROI, and outperform peers by 35%. Additionally, inclusive teams have shown to be over 35% more productive, and organizations in the top quartile for ethnic diversity have a +36% likelihood of financial outperformance.\*

\*<https://learning.linkedin.com/resources/learning-culture/diversity-workplace-statistics-dei-importance>



## Impacting Diverse Communities

Companies have the opportunity and responsibility to impact the world while growing their own results. By diversifying their talent pipelines, workforce, and supply chains, organizations not only foster a more inclusive environment but also contribute to bolstering social and economic success for communities. Every person deserves an equitable chance and a welcoming, inclusive professional environment.

## Including Contingent Talent on the Journey

By 2025 it's estimated that contingent talent will comprise half of the workforce. As contingent workers become an increasingly vital part of organizational strategies, integrating this talent in DE&I plans and considerations is non-negotiable.

Embedding DE&I is not just about what we do, it's about who we are – it's in our DNA. Magnit implements DE&I into the fabric of contingent workforce strategies, helping our clients turn diversity into a strategic advantage and ensuring we empower a vibrant, innovative workforce ready to face the challenges of the future head-on.



## Advancing DE&I for Our Clients



▶ **Magnit DE&I Services Video**

**Our approach goes beyond supplier diversity; we also consider worker diversity, diversity intelligence, and cultural inclusion in a holistic manner to drive DE&I forward for the contingent workforce.**

We recognize that DE&I is not exclusive to full-time employees; it is equally critical for contingent talent. As industry leaders, our commitment extends to promoting DE&I within the contingent workforce, driving industry progress by formulating specific DE&I best practices tailored for contingent workers. Our DE&I experts work closely with clients, understanding their unique needs and challenges, and customize services accordingly.

### Cultural Inclusion

We recognize that genuine inclusion is essential for a thriving workforce, and we specialize in tailored interventions aimed at cultivating inclusivity within the extended workforce to benefit our clients. Through engaging on-demand content and personalized interventions, we directly address a key challenge faced by the contingent workforce: belonging. Magnit takes a proactive approach by combating deeply ingrained biases through increasing awareness on various topics via DE&I education. Our purposeful DE&I [microlearnings](#) are not only designed to inform but also inspire change. Most importantly, we also prioritize contractor engagement. We encourage workers to contribute their perspective through our [Inclusive Culture assessment](#) and facilitated community circles, which are tailored to their needs, providing a safe space for self-development and networking.

### Diversity Intelligence

Our Diversity Intelligence feature is the engine driving workforce diversity, as we utilize precise data as the cornerstone for measurable and impactful change. We ensure comprehensive insights by leveraging our company's voluntary, self-identifiable diversity collection tool, which can be used by both applicants and active contingent workers. Our clients benefit from compelling analyses, receiving customizable dashboards tracking DE&I trends, and gaining insights beyond representation that inform strategic talent and D&I initiatives, including hiring rates, turnover rates, and conversions.

# Establishing Best Practices

**Magnit is at the forefront of DE&I for the contingent workforce.**

## Worker Diversity

It is predicted that 50% of the entire workforce will be made up of contingent workers by 2025, and Magnit remains dedicated to fostering a diverse and inclusive contingent workforce. We promote worker diversity through innovative technology and best-in-class solutions. By leveraging our unique vendor neutrality, Magnit partners with suppliers and clients to implement measures such as blinded resumes and debiasing job postings to create pipelines for underrepresented talent. We also work closely with clients on consistent messaging, hiring process recommendations, and inclusive hiring training for managers. We believe that change in contingent workforce diversity is achieved by emphasizing representation during sourcing, candidacy, and hiring.

## Supplier Diversity

We take pride in our role of enabling diverse suppliers and nurturing workforce diversity. We evaluate our supplier ecosystem through Supplier Diversity Scorecard KPIs and provide support by offering supplier mentoring forums to discuss diversity best practices and share success stories. With Magnit's global network of thousands of vendors, we assist clients in diversifying their vendor relationships, recognizing that a broad supplier network is crucial for fostering a diverse candidate pool. Our industry-leading supplier diversity network comprises over 2,000 diverse suppliers, making us a strategic partner for clients seeking to broaden their vendor pool. Leveraging various diversity certifications and evaluating a supplier's DE&I impact, we provide our clients with strategic sourcing advice and aim to increase the pool of diverse vendors within their programs. This is achieved through initiatives such as diverse spend tracking and establishing supplier diversity benchmarks.

Client Spotlight:

## Toyota Achieves Unparalleled Workforce Visibility with Magnit

Toyota required an automated solution that would create an improved experience for all contingent labor and house all systems into one form of truth. Magnit solutions have helped Toyota find the right people for the right roles while diversifying its employee base. Toyota increased diverse hiring by 13% and improved hiring management engagement with Magnit VMS, MSP, Direct Sourcing and Employer of Record. Read the case study to learn how Toyota achieved workforce visibility with Magnit.

[READ THE CASE STUDY →](#)



**Cole Challenger**  
SENIOR DIRECTOR  
CLIENT SERVICES

“As the world continues to evolve, it’s crucial that our leadership, product offerings, and business practices align to the values and needs of our Magnit clients, employees, and partners. I’m incredibly proud to be a part of a company that not only prioritizes diversity, equity, and inclusion (DE&I), but also leads the charge in driving impact within the broader market. By striving to create meaningful and lasting DE&I initiatives, we are actively making a positive impact in the world.”



# Creating Change with the Power of Data

**Magnit’s industry-best diversity intelligence feature gathers voluntary demographic data to drive measurable DE&I change. We have collected input from over 45,000 workers, aiding strategic decision-making for an inclusive workplace for the extended workforce.**

Magnit recognizes the transformative power of data in driving measurable change in DE&I. Through our diversity intelligence feature, we implement a voluntary, self-identifiable diversity collection tool for both applicants and active contingent workers, ensuring comprehensive insights for our clients. This tool facilitates strategic decision-making in areas like sourcing, supplier focus, inclusion education, and enhances accountability. Clients benefit from customizable dashboards that track representation trends, providing actionable insights and a stronger understanding of demographic representation, turnover, and conversions based on available worker information, offering a holistic approach.

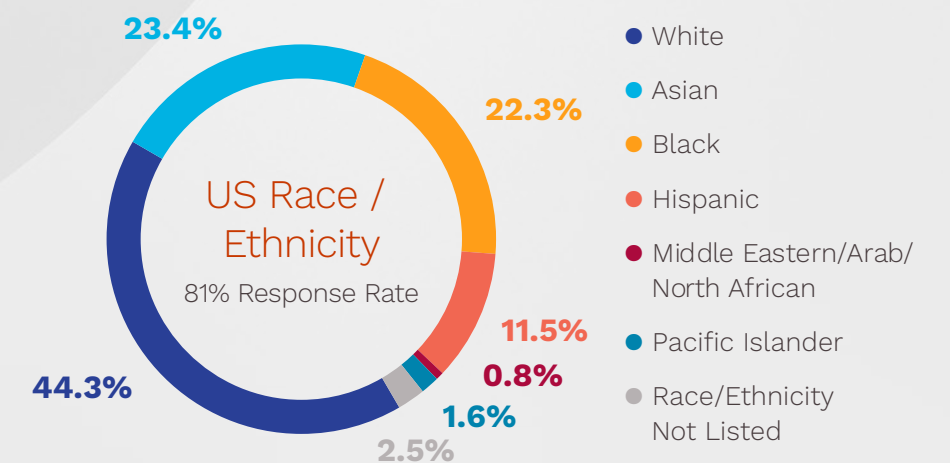
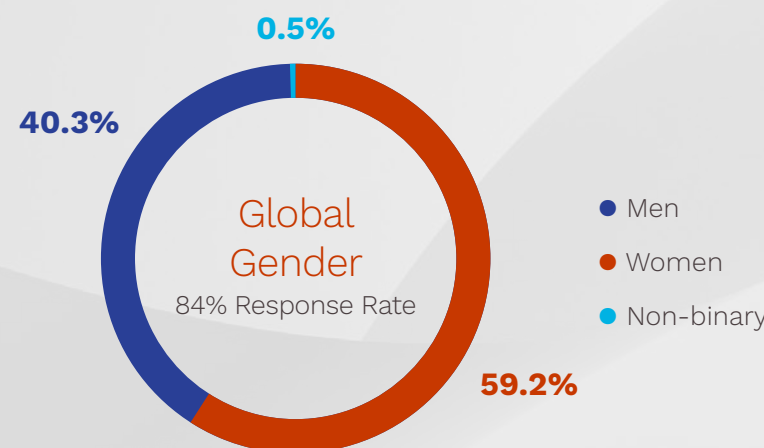
Our most significant impact is through enabling diverse suppliers on our programs. We continue to grow our network of suppliers and currently work with over 2,000 diverse suppliers achieving over \$1.3 billion in spend.

In collaboration with clients and suppliers across diverse industries, we’ve collected over 45,000 worker responses from January 2019 to December 2023, providing valuable insights into the composition of the contingent workforce. Despite initial concerns about reluctance to share demographic information for a temporary employer, over 80% of contingent workers voluntarily chose to participate in our demographic information collection. While response rates vary between gender and race/ethnicity, an additional 3% of workers felt more at ease sharing their gender as well, revealing that 59.2% identified as women, and 62.1% identified as people of color.

Prominent industry patterns emerged, such as the overrepresentation of women in the Hospital and Healthcare industry and their underrepresentation in Architecture and Construction Services, mirroring trends in the full-time workforce. Further analysis will be necessary to understand which specific demographics within the People of Color group are represented in the Hospitals and Healthcare industry. People of color are significantly underrepresented in the Energy, Environmental, and Utilities sector.

	Average Global Female Representation	Average US People of Color Representation
<b>Aerospace &amp; Transportation</b>	36.9%	44.7%
<b>Architecture &amp; Construction Services</b>	21.7%	41.5%
<b>Consumer Products &amp; Services</b>	49.9%	56.2%
<b>Energy, Environmental &amp; Utilities</b>	36.6%	27.0%
<b>Financial &amp; Business Services</b>	64.6%	60.6%
<b>Hospitals &amp; Healthcare</b>	83.2%	81.4%
<b>IT Technology (Hardware/Software/Media)</b>	56.9%	59.8%
<b>Life Sciences &amp; Chemicals</b>	57.4%	61.2%

## Gaining Actionable Insights to Drive Impact



# Including the Contingent Workforce

**Magnit empowers contingent workers to share their voice to impact inclusion initiatives at our clients' organizations with the goal to increase the sense of community and belonging.**

## Our Solution

**Challenge:** Historically, employers have not been able to include their contingent workers in their inclusion initiatives because of their employment status. Magnit believes that contingent workers should be included in DE&I initiatives by allowing them to express their unique experiences while at work.

### The Magnit Approach:

- The completely optional questionnaire consists of 8 agree to disagree statements, followed by a concise diversity identity questionnaire
- All participant information provided is shared voluntarily and is kept anonymous and confidential
- Organizations are empowered to explore the significance of the intersectionality between a worker's identity and the sense of inclusion that guides strategic inclusion programs
- Only aggregated insights are shared with key stakeholders

## Business Impact

By better understanding the workforce's feelings of inclusion and belongingness we can evaluate if contingent workers feel welcome and included while working at a client's organization. Insights provided by the workers allow for strategic programs to be created based on a diverse set of workers' experiences. Our mission is to create a strong partnership that builds trust and a culture of inclusion where workers feel comfortable and excited to contribute this information to better our clients ability to make progress on diversity and inclusion.



# Magnit Focus on Suppliers

**Our primary impact resonates within the supplier networks of our clients. Acknowledging the profound value of diversity, we prioritize inclusion across all aspects of our operations.**

While our internal supply chain may be modest, our U.S. Supplier Diversity Program actively champions the integration of small and diverse businesses into our procurement processes and managed programs. Through cultivating mutually beneficial relationships with diverse suppliers, we not only fortify our own enterprise but also enrich the experiences of our clients and the communities we serve.

Positioned as the industry's leading Managed Service Provider (MSP), distinguished by our steadfast commitment to vendor neutrality and powered by cutting-edge Vendor Management System (VMS) technology, Magnit is dedicated to reshaping the landscape of our field. Our enduring success is a testament to our collaborative ethos, working hand in hand with customers and supplier partners to drive continual innovation.

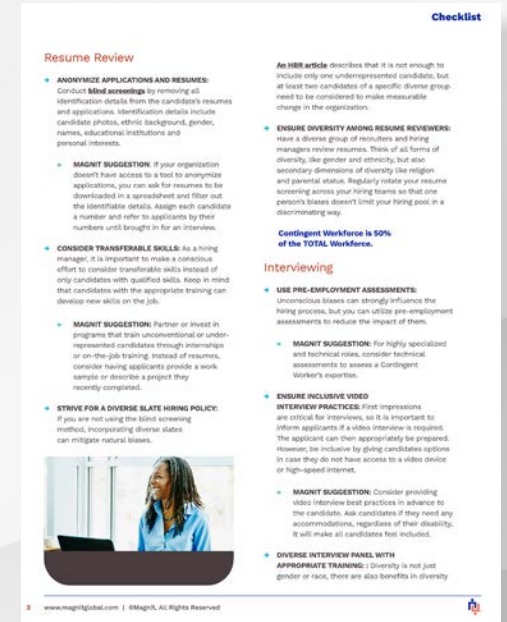
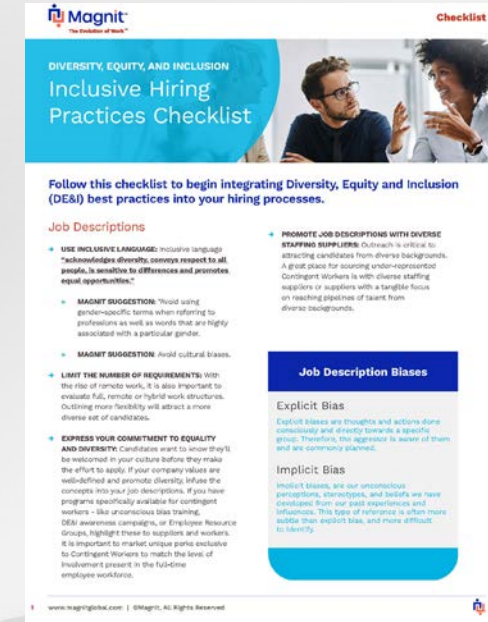
Our partnerships often transcend conventional supplier relationships, as we endeavor to propel the contingent workforce industry forward through ongoing research, collaboration, and initiatives driving tangible change. In

2023, our partnership with The Mom Project and Werklabs extended our groundbreaking research on inclusion in the Extended Workforce, showcased through an engaging blog series and informative infographic, further amplifying our commitment to advancing diversity and inclusion initiatives.

## Supplier Criteria

Qualified diverse suppliers must meet business criteria established by multiple respected certifying organizations such as the NMSDC, WBENC, State of NY, and include enterprises across the following categories:

- **Women-owned businesses**
- **Veteran-owned businesses**
- **Service-disabled veteran-owned businesses**
- **LGBT-owned businesses**
- **Disadvantaged businesses**
- **Historically Underutilized Business Zone (HUBZone) businesses**
- **Minority-owned and other small businesses**



[READ THE CHECKLIST →](#)

## Our Diverse Supplier Commitment

At Magnit, fostering a diverse supplier network is at the core of our mission. We empower our team members to prioritize inclusivity in every aspect of their decision-making processes, ensuring that we select suppliers who align with our business objectives while championing diversity. Our aim is not only to advance the goals of our clients but also to catalyze the growth of diverse businesses within the fabric of our communities.

  
**\$1.3B**  
of spend with  
diverse suppliers

  
**2K+**  
diverse suppliers  
in our network



# Moving the Industry Forward

**By building thought leadership, working closely with clients, and collaborating with innovative organizations on forward-thinking research, we are advancing DE&I best practices for the industry. Read our recent content below:**



**WEBINAR**

**Reimagine your Talent Strategy with Magnit Diversity Intelligence**

[LEARN MORE →](#)



**INFOGRAPHIC**

**What Drives a Diverse Extended Workforce:**

Where is your organization on its journey to supporting its contingent workforce?

[LEARN MORE →](#)



**SOLUTION BRIEF**

**Increase Awareness and Foster Inclusion with Impactful Microlearnings**

[LEARN MORE →](#)



**BLOG**

**Impact Report Deep Dive:**

DE&I Efforts, Contingent Workforce Progress, and More

[LEARN MORE →](#)



2023 IMPACT REPORT

# Environmental

# Magnit's Environmental Commitment

**At Magnit, we acknowledge that our societal obligation necessitates a commitment to environmental responsibility. Recognizing the indispensability of a clean environment for the existence of a healthy society, we are committed to fulfilling our social responsibility by actively preserving and safeguarding our surroundings.**

It is evident that climate change and environmental degradation disproportionately impact low-income and traditionally marginalized groups. Throughout the world, instances of insufficient environmental stewardship have led to societal risks such as the scarcity of clean drinking water and localized clusters of certain types of cancers. Furthermore, poverty poses substantial challenges to communities in adapting to the ongoing changes in our climate.

Since we understand the interconnectedness of environmental well-being and societal welfare, we integrate our environmental initiatives into our broader social responsibility. The following section of this report will elaborate on the significant progress Magnit has made in the past year to contribute to a future of work that prioritizes a sustainable, clean environment.



# Magnit Is Proud To Be Fully Carbon Neutral

**In 2023 Magnit continued to push the boundaries of sustainable business practices. We have already been fully carbon neutral since 2021, and are the first MSP to do so. In 2023 we expanded that commitment to focus on socially impactful offset programs through our new partners at Carbon Click.**

While some companies see carbon neutrality as the end goal of their environmental journey, at Magnit we consider this step only the start. This year we transitioned our efforts from projects that strictly had an environmental impact to focus on offset projects, which also have a tangible impact on the lives of everyday people. For our 2022 offsets we chose to fund installation of high efficiency cook stoves in rural areas of India.

These areas have no access to electricity or gas infrastructure, so they rely on cutting nearby forests to cook their food and heat their homes using outdated low efficiency cookstoves. The old style cookstoves produce excess amounts of greenhouse gas emissions which, in addition to contributing to global warming, also cause high rates of asthma.

With the installation of new cookstoves with improved efficiency, indoor pollution as well as overall pollution created by these cookstoves has greatly reduced. They also generate heat so efficiently that the need for deforestation has reduced and women and children do not have to travel as far in order to gather the required fuel.

Since working with Carbon Click on this project, we have expanded our view for 2023 offsets using a specialized portfolio of offset projects, the Magnit Mix.





## The Magnit Mix

**Magnit has partnered with Carbon Click to create The Magnit Mix, a portfolio of three socially focused carbon offset projects.**

This portfolio is designed to maximize the impact of our spend in furtherance of the UN's Sustainable Development Goals. All projects in the Magnit Mix are verified by Gold Standard.

When we first began offsetting we knew right away that we wanted to go beyond the standard protection of the Amazon and building of wind turbines. While those are worthwhile projects, we felt that as a company focused on people, our offsets should be focused on people as well. That's why we've worked with the great team at Carbon Click to create the Magnit Mix, a three-project portfolio designed to maximize social as well as environmental impact.

The first project in the Magnit Mix is the Nuotech Solar Heater Program, which delivers solar water heaters at reduced costs to families, schools, hospitals, universities, and businesses in India, where many of our employees are located. This project is the largest of its kind in India, guaranteeing hot water even when the power is lost.

We also have Energy Efficient cookstoves for people living in rural Uganda. These cookstoves, much like last year's project in India, help improve the health of the people impacted and reduces the need for local deforestation.

Our third selected project involves planting native trees to reforest portions of the Guizhou province of China, which has been victim to deforestation, unsustainable farming practices, and eventual desertification in the Karst mountains. In addition to the carbon sequestration, this project also trains and employs more than 25,000 farmers - 60% of which are women.



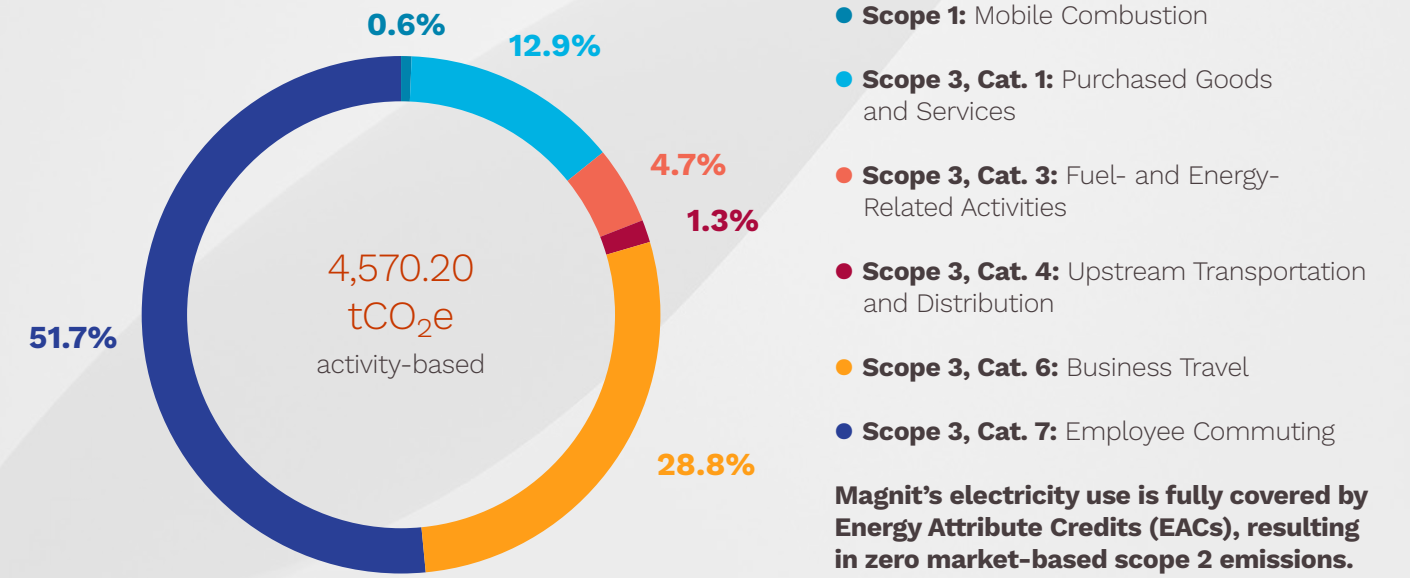
# Magnit Runs on 100% Renewable Energy

**We are proud to be the first in our industry to totally account for 100% of our scope 2 emissions as of 2022.**

We've made this achievement through a mixture of on-site renewables and, where on-site renewables are not possible, the purchase of energy attribute credits (EACs).

These purchases aligned with GHG Protocol scope 2 quality criteria, including the latest guidance from RE100 and CDP on the approach selected for market boundary definitions. The EACs purchased by Magnit are coming from Solar and Wind exclusively. We intentionally excluded EACs derived from hydro-electric installations due to the limited additionality and potential environmental impacts of such projects.





# Greenhouse Gas (GHG) 2022 SBTi Baseline Footprint

**In 2023 we switched from spend-based to activity-based methodology, revealing we had previously overestimated our 2022 emissions by more than 40%.**

For 2021 and 2022 we used a spend-based methodology to measure emissions, but in 2023 we transitioned to the more accurate and intensive activity-based methodology. This transition revealed that we had previously overestimated our emissions by more than 40%.

Much of this overestimation was in large part due to the way we book travel, with most flights being booked within a week of the travel date. This resulted in Magnit paying a premium for flights, which resulted in our spend making our travel emissions appear higher than they are.

By far the largest portion of our 2022 and 2023 scope 3 emissions lies in our currently estimated employee commuting. Magnit does not currently track how many employees go into an office, nor do we currently have insight into what kind of vehicles or other transportation Magnit employees are utilizing. This lack of insight has caused us to use numbers we know are overestimations of employee commuting in order to ensure we are not under-reporting our emissions. As we work to improve this data, we expect that actual employee commuting will result in lower measured emissions.

Another major factor in the reduction of measured emissions from spend-based to activity-based data was in our shipping costs. Whereas our vendor for our spend-based measurements had measured our shipping at almost 9% of our emissions, the emissions report obtained from FedEx shows that shipping only accounts for a little over 1% of our emissions and less than 10% compared to the previous measurement.



# 2023 Greenhouse Gas (GHG) Footprint

**In 2023, we reduced our GHG footprint by more than 20%, putting us on our way and ahead of our projected path toward Net Zero 2030. These reductions are only the beginning of our journey.**

2024 has kicked off with groundbreaking reductions from 2022 to 2023 for Magnit and we couldn't be more proud of the progress we've made. Many companies who set Net Zero targets make very incremental progress in their first year, but we continue to set ourselves ahead of the pack when it comes to our environmental commitment. We understand that we still have a long way to go before we can claim Net Zero emissions, but we still want to acknowledge our progress thus far before we get back to the hard work of reductions.

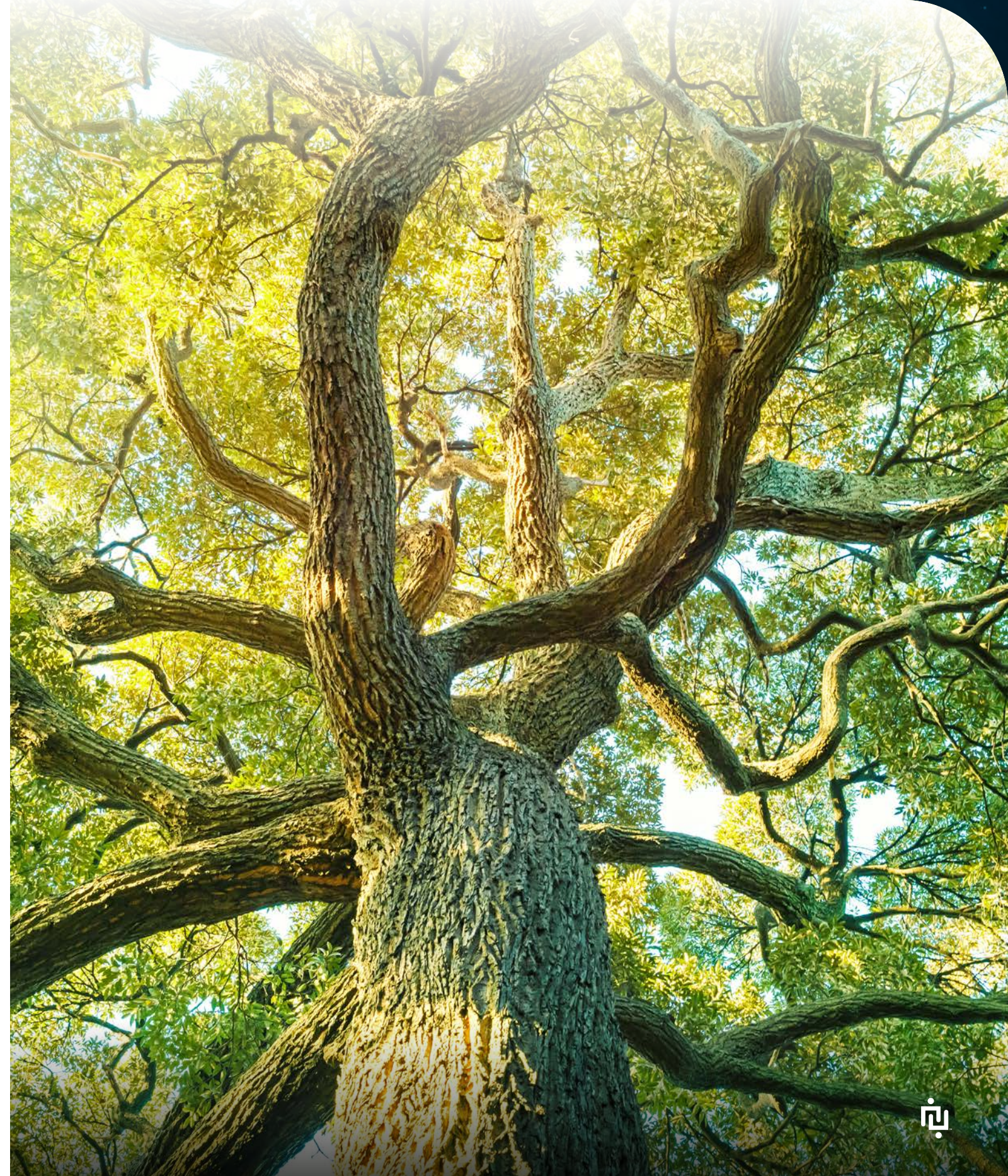
As scope 3 emissions account for more than 90% of our overall emissions, we'll make that the focus for our breakdown.

The largest factor of our reductions was in our travel. Despite coming out of a global

pandemic, Magnit was able to reduce travel emissions by almost 700 mtCO<sub>2</sub>e, which was a monumental feat even as we continued to grow our business. We accomplished this through a mixture of overall travel reductions, restrictions on our travel upgrades, including restricting business class exclusively to long haul flights, and prioritizing virtual meetings wherever possible.

Our second largest reduction was in the purchased goods and services category, where we achieved a reduction of more than 300 mtCO<sub>2</sub>e primarily through a transition to almost purely online marketing materials.

We recognize that we still have a long way to go, but we're extremely proud of the progress we've already made in such a short time frame.



# Net Zero 2030

**In early 2023 Magnit announced its commitment to a science-based Net Zero target year of 2030. Today we're happy to say this target has been submitted to SBTi for review. Below we'll discuss further details. Just 3% of companies committing to an SBTi reduction strategy have a goal of 2030 or sooner.**

As part of our SBTi commitment we are currently awaiting approval for our SBTi proposal for Magnit to achieve Net Zero carbon emissions by 2030. That's two full decades ahead of the goals outlined in the Paris Climate Accords!

Currently this is estimated to make us the first in our industry to be certified Net Zero emissions by SBTi by at least 15 years.

As you've seen, we have already eliminated the entirety of our indirect (scope 2) emissions. All direct emissions (scope 1) will be phased out in the coming years. This leaves only our upstream (scope 3) emissions.

Highlights of this plan include:

- **90% reduction in employee commuting**
- **80% reduction in business travel emissions**

→ **50% reduction in emissions from purchased goods and services**

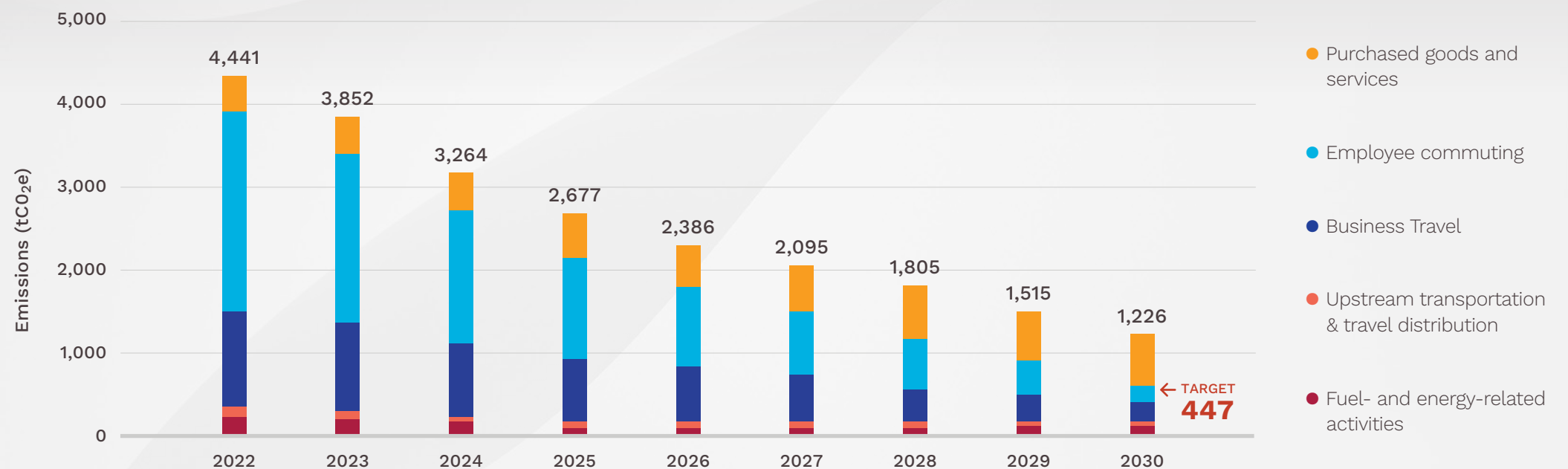
→ **50% reduction in high emissions shipping**

Reducing overall emissions by 90% will not be easy, but we believe it is the right thing to do not just for the environment but for our business and for society as a whole. Beyond the planned reduction we still have an "innovation gap" of nearly 10% of overall emissions even after pulling at every

reduction lever we can currently determine. Such gaps are normal within reduction strategies, but 97% of companies have not set themselves with targets this aggressive. In the coming years we will be tapping into every available resource to reduce our footprint as far as we can.

## Scope 3 Reduction Roadmap

**Primary reductions are from commuting and travel; more work will be needed to reduce purchased goods and services emissions.**





# Climate Change Policy

**At Magnit, we recognize that climate change presents an imminent threat not just to our business operations, our clients, and our employees but to the world.**

We know that to make progress we must all work together, both in the public and private sectors. We see our responsibility to the environment as a driving force in all aspects of our business. We have continued to implement our climate change policy designed to ensure that environmental factors are considered in every step of the decision-making process.

This policy is based on a set of principles to ensure there can be little doubt on the direction for our environment impacting decisions.

These principles are:

→ **Science-based:** We must approach climate change with a science-based approach using the most recent scientific information to make an impact.

- **Industry-leading:** In 2021 we went Carbon Neutral, in 2022 we sourced 100% renewable electricity, and today we are detailing our industry-leading 2030 Net Zero goal.
- **Business Integration:** Climate change impact will be a lens through which Magnit views our business strategy.
- **Innovation:** Magnit brings innovation to our strategy and priorities. Our industry-leading measures are just the beginning of our fight against climate change.

This is only the beginning of Magnit's journey to fight climate change. We will continue to evolve with new and innovative ways we can help drive "climate positive" change around the world.

# Working from Home

**The EPA estimates that a typical worker's commute releases five metric tons of greenhouse emissions into the atmosphere annually.**

We are pleased to have the best remote working policy in the business, which has enabled almost 2,000 Magnit employees to work entirely from home.

Our calculations show that in 2023, this prevented the release of over 11,000 metric tons of CO<sub>2</sub> into the atmosphere. That exceeds Magnit's total carbon footprint from all other sources put together!

In addition to its positive effects on the environment, working remotely provides our employees with several health benefits. Research indicates that employees who work from home tend to have a healthier diet, have more consistent sleep routines, and manage their time and productivity more effectively. Many members of DiverseAbility, Magnit's employee resource group for people with neurodiversity and disabilities, believe that working in an office environment may hinder their ability to be as effective at their jobs as well.

While other companies are asking their employees to return to the office, we are doing the opposite by expanding our remote work options for employees.



OFFICE OPTIMIZATION

## Locations Closed for GHG Reduction



**The past few years have seen a dramatic increase in the number of Magnit offices due to the acquisitions of Brainnet, Workforce Logiq, and GRI.**

That's why in 2023 we reviewed all our offices to evaluate where we could cut down our environmental and physical footprints.

In 2023 we closed 20 more offices and moved those employees to work-from-home positions.

ECOLOGICAL EMPOWERMENT

## Terra Program Continued



**We believe in sharing resources to help us all be better environmental stewards and contribute to a greater cause than ourselves.**

That's why in January of 2023 we relaunched Terra, as part of our employee interest groups program.

Terra was launched with the goal of spreading environmental awareness, becoming an unofficial secondary ESG advisory council and an incubator for many of our most forward-thinking environmental programs, including our Holiday Tree Fundraiser and our Carbon Click Partnership.

Many of our environmental initiatives for 2024 have been inspired by Terra, and we are excited to showcase more of their contributions in the near future.

GLOBAL REFORESTATION

## Holiday Tree Fundraiser Held



**In 2023, Magnit continued its annual Holiday Tree Fundraiser in partnership with One Tree Planted.**

We engaged over 300 clients, 500 suppliers, and over 3,000 employees to plant native trees in deforested locations globally.

Magnit donated one tree to each employee as a symbol of gratitude to launch the fundraiser. Six weeks later, an additional 2,000 trees were donated, which got us very close to reaching our goal of planting 5,000 trees worldwide.

While this fundraiser was popular, it saw some roadblocks as it was launched too late in the year for many stakeholders to include in their budget. [That is why we have decided to keep the fundraiser up all year in 2024](#), updating it with a new goal in October of each year.



## LOOKING FORWARD

# Offsetting for Employees

**As of March 2024, Magnit will become the largest private employer in the world to offer its employees the ability to measure their carbon footprint and offset it using the very same Magnit Mix that we use for our corporate offsets.**

Through our ever-expanding partnership with Carbon Click, we will create a branded portal for our employees where they will be able to measure their footprint, learn ways to reduce it, and offset using projects that we have verified to ensure additionality.

At Magnit we already have a very small carbon footprint compared to many other companies, since we're a lean organization. We believe that places us in a prime spot to expand our influence beyond what is expected of us. We strive, not just to be the most sustainable MSP on the market, but to be one of the most sustainable companies in the world.

That means looking beyond what other companies are doing today or even tomorrow. We aim to be trendsetters and to bring everyone along with us. At Magnit, we would be nothing without our brilliant employees, which is why we wanted to start with them.

There are very few organizations in the world that offer individuals a reliable way to measure their own footprint, and even fewer that offer complete transparency into the offsets they offer to individuals. Our future partnership with Carbon Click will bring this revolutionary benefit to our employees.

## LOOKING FORWARD

# Climate Positivity and Historical Carbon Neutrality

**By 2040 Magnit will become the first historically carbon neutral MSP and one of the only historically carbon neutral companies in the world.**

We began our journey toward this goal this year by offsetting for 2022 almost twice what we calculated in our activity-based measurements for the year. Over the next 17 years Magnit will continue excess offsetting (sometimes called “climate positive offsetting”) until we have offset our best estimation of every last metric ton of CO<sub>2</sub> since we first opened our doors in 1991.

At Magnit we are committed to exceeding every expectation, whether it be our clients' expectations of our services or the industry expectation of what it means to be sustainable. We will continue to exceed our offset requirement every year, fluctuating as budgets allow, until we reach historical carbon neutrality by 2040 or earlier.

While it is impossible to run activity-based carbon calculations going back decades, we believe we can make excellent estimations by taking our SBTi baseline year (2022) and comparing historical headcount or budget. We are still running calculations based on this data and will include our determination, which we will use as our long-term basis in next year's impact report.

We will use whichever estimation results in the highest emissions calculations and then add 25% to be certain that we are offsetting everything possible. While the budget for these excess offsets may fluctuate from year-to-year, we are committed to a minimum offset equal to our 2022 (peak) activity-based emissions every year until we reach our historical carbon neutrality goal.





2023 IMPACT REPORT

# Governance

# Leadership Structure

**Magnit faces an imperative to prioritize ESG as a key aspect of value creation. We believe that we have a responsibility to society and to our planet. We will make an impact through our work and communities.**

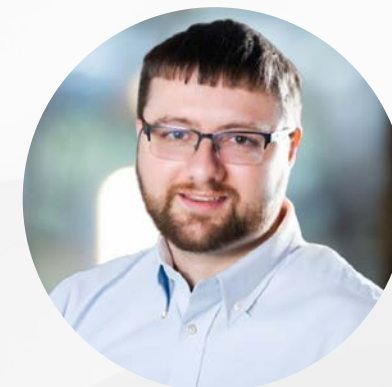
## ESG Council



ESG Executive Sponsor  
**Rashmi Gupta**  
CHIEF HUMAN RESOURCES OFFICER



ESG Leader  
**Rebecca Perrault**  
GLOBAL VP, CULTURE & DIVERSITY



**Heindrek Allen**  
ESG SPECIALIST



**Kristell Muñiz**  
DE&I PROGRAM LEAD

**ESG, housed within our HR department, is spearheaded by our Culture and Diversity Leader, backed by robust executive support spanning various functions.**





# Data Privacy & Security

## DATA PRIVACY

**Magnit recognizes the trust placed in us by our candidates, employees, partners, suppliers, and clients to safeguard their personal data.**

We prioritize our duty to uphold data privacy and protection principles across all areas of our business, especially in light of the expanding use of technology in workforce management, and the global reach of our organization. Magnit is committed to handling personal data in a manner fully compliant with data privacy, security, and governance regulations in all jurisdictions where Magnit operates.

Magnit maintains a global Privacy Program to ensure our business is equipped with the highest standards for handling personal data. Through our Privacy Program, we ensure our business maintains compliance with the European Union's General Data Protection Regulation (GDPR), California's Consumer Privacy Act (CCPA), and all other data privacy laws and regulations in the jurisdictions where we do business.

At least annually, Magnit requires that all staff engage in training exercises that include topics on the GDPR, email phishing, remote work best practices, sensitive document security, and social engineering, and others. In 2022, we adopted OneTrust, the industry-leading privacy tooling solution, to automate processes such as data privacy rights requests and data mapping exercises. Last year, we also became certified under the EU-US Data Privacy Framework and its UK extension to ensure compliant data transfers between our EU and US operations.

Magnit's Privacy and Information Security teams have direct oversight of privacy and data protection matters, and collaborate often to ensure internal practices meet the highest standards of data security. Magnit's Privacy and Information Security teams present regular quarterly updates to the Executive Leadership team regarding Magnit's proactive approach to data security and ongoing initiatives aimed at strengthening Magnit's data protection defenses.

## DATA SECURITY

**The data of our clients is protected by the latest and greatest in data security measures.**

Our datacenter facilities are physically protected by biometric security scanners, 24/7 security personnel, man traps, CCTV, ongoing disaster recovery testing, and various methods of redundancy.

In terms of environment security, we perform reoccurring penetration testing, communication encryption, and ethical hacking.

Magnit's data security systems have numerous certifications including:

- **ISO 27001, ISO 27017, ISO 27018, and ISO 27701**
- **CSA Star**
- **SOC 1 Type II/SSAE and SOC 2 Type II/SSAE**
- **UK Cyber Essentials Plus, EU and Swiss Privacy Shields, and GDPR compliance**

Magnit utilizes only tier 1, SOC 2 certified datacenter facilities to ensure the highest levels of both physical and environment security to its SaaS infrastructure.

# Business Ethics

**Magnit has an unwavering commitment to act with integrity. We firmly believe that upholding values such as fairness, honesty, and accountability are key to running a responsible and successful organization.**

As a vendor-neutral MSP, we value transparency and maintain the highest standards of ethical professionalism with our clients, partners, suppliers, employees, and contingent workers. Our employees are guided by our Code of Conduct in legal matters and ethical behavior. Below are a number of examples demonstrating how we uphold an ethical organization:

- **Protect confidential information and privacy**
- **Conduct business in accordance with local laws and regulations**
- **Encourage employees to speak up to continue advancing a culture of integrity**
- **Maintain a zero-tolerance approach to bribery and corruption**

- **Mandate employee training on privacy, security, compliance, and HR and IT policies**
- **Respect fundamental human rights without compromise**

Furthermore, we are dedicated to cultivating a culture that prioritizes diversity, equity, and inclusion. We place a great deal of importance on treating every member of our ecosystem with respect and decency. We continue to build a safe, welcoming workplace where everyone can authentically be themselves, while also ensuring it is free of harassment or discrimination.

Magnit's business ethics efforts are overseen by the board and general counsel. Any misconduct that violates our business ethics and integrity is investigated.





# Ethics Transparency

## **In alignment with our commitment to ethical conduct and transparency, we disclose the following summary of ethics-related complaints received during the fiscal year 2023:**

Magnit received one (1) ethics-related complaint for the entirety of 2023, demonstrating our commitment to upholding the highest ethical standards and providing multiple avenues for reporting concerns without fear of retaliation. This complaint related to workplace conduct, namely, appropriate and professional communication amongst colleagues.

It's important to note that the complaint was diligently reviewed, and where warranted, appropriate actions were taken in accordance with our company's established policies and

ethical guidelines. We remain steadfast in our commitment to fostering a culture of integrity, accountability, and ethical behavior across all levels of our organization.

We continuously strive to improve our internal processes and communication channels to ensure that employees feel empowered to report concerns without fear of retaliation. While any instance of non-compliance or ethical concern is taken seriously, we are proud of our proactive approach in addressing these issues promptly and fairly.

Moving forward, Magnit remains dedicated to upholding the highest ethical standards and fostering an environment where ethical behavior is not only encouraged but also celebrated.

# Key Governance Resources

**Strong corporate governance is at the center of Magnit. Read additional information below.**



REPORT  
**2022 Impact Report**

[LEARN MORE →](#)



WHITE PAPER  
**Joint Modern Slavery Statement**

[LEARN MORE →](#)



WHITE PAPER  
**Magnit Supplier Code of Conduct**

[LEARN MORE →](#)



BLOG  
**2023 UK Gender Pay Gap Report Statement**

[LEARN MORE →](#)



The Evolution of Work

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