Diversity and Inclusion at Criteo

Criteo’s global workforce

- 2,617 Employees
- 41% Women
- 82% Under 40
- 85 Nationalities
- 31% Female Managers
- 30% Female Directors
- 39% promoted were women

2020

As per French regulations, we disclosed our Women-Men Equality Index for France:

89/100

Criteo is taking steps towards gender balance and equality with an increase in female employees in 2020 in both the general population of employees, as well as director positions.

Sarah Glickman
Chief Financial Officer

Rachel Picard
Chairman of Criteo’s Board

Megan Clarken
CEO

One of the few women worldwide leading a global IT company.

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Employees

Nationalities

Women

Under 40

Promoted were women

Criteo Cares

Criteo’s social responsibility program

Inclusion of LGBTQIA+ people

This ERG organizes initiatives to better include LGBTQIA+ people in the workplace.

2016

In France, a gender equality agreement was signed renewed for three years.

We have extended the secondary care parental leave for all our employees who are secondary parents regardless of the gender or marital situation from 2 weeks to 4 weeks in France, Spain, Canada, Brazil and US.

#BlackLivesMatter

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People with disabilities

This ERG organizes initiatives to better include people with disabilities in the workforce.

BIPOC Community

This ERG supports the fight for racial equality in partnership with the Ad council, by amplifying messages with pro bono media campaigns.

We took the opportunity to provide additional reminders for counseling and mental health services for employees who need support.

Criteo Cares

To go even further

SINCE 2019

The R&D team has been reviewing its recruitment processes to ensure inclusivity in terms of gender equality and representation.

2020

Megan Clarken signed the Tech For Good Call led by the French President Emmanuel Macron.

New partnership with 50inTech

50inTech

More than:

- 6 Employee Resource Groups
- 3 Major partnerships were concluded in France
  - “My Future”
  - “Article 1”
  - “Simplon”
- 6 weeks

Pride

Women@Criteo

BIPOC

Critenable

Education

Parents

#LoveHasNoLabels

Criteo’s Code of Business Conduct and Ethics

Non-discrimination and prevention of harassment: Criteo applies its equal opportunity which strictly forbids all forms of discrimination, whether at the recruitment stage or afterwards with regard to promotions, salary increases and benefits, and specifies that no employee may be discriminated against on the basis of gender, race, ethnicity, religious belief, disability, national origin, veteran status, marital status, or sexual orientation.