

Diversity, Inclusion, Belonging & Equity at Tealium

Tealium is committed to fostering, cultivating and preserving a culture of diversity, inclusion, belonging, and equity.

We recognize that diversity is key to achieving our higher purpose. By fostering an atmosphere of inclusion, belonging, and advancing equity within our organization, we can ensure that all Tealium employees can bring their full selves to work, lending their unique and individual perspectives, experiences, and backgrounds to help achieve our goals. We strive to be a leading example and inspire other businesses to create real and positive social impact. We actively work to create an equitable environment where all Tealium employees have access to the resources and opportunities they need to succeed. We are committed to removing barriers and creating space for under-represented groups to thrive. At Tealium, we understand that diversity, inclusion, belonging, and equity are key factors to creating a better work environment, a better business, and a better world.

We all have the right to work in an environment that is respectful and a responsibility to treat everyone at work with consideration. A respectful workplace:

Is inclusive and equitable

Values diversity

Clearly communicates expectations around behavior Promotes employee health, wellbeing, and safety Provides resources, training, and education

Strives for improvement

Has open channels of communication

Definitions

Diversity: We employ qualified individuals with different experiences, backgrounds and perspectives that make them unique. Differences may include but are not limited to gender, ethnic and cultural heritage, sexual orientation and physical disabilities.

Inclusion: We embrace the diversity of experiences, backgrounds and perspectives of our employees. This promotes innovation, creativity and contributions. With accountability, this leads to stronger team and company performance.

Belonging: Workers feel secure, supported, accepted, and included.

Equity: An approach that ensures everyone access to the same opportunities. Equity recognizes that advantages and barriers exist, and that, as a result, we all don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and continues to correct and address the imbalance.

Commitment

Tealium is committed to diversity, inclusion, belonging, and equity among our workforce, to eliminating discrimination, and to breaking down barriers that hold people back from fully participating in the company. The aim is for our workforce to be as representative as possible of all sections of society, for each employee to feel respected; and to provide them with opportunities to better themselves and advance their careers.

Responsibilities

All employees of Tealium have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action as outlined in our **Employee Handbook**. Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy and/or the company's initiatives should seek assistance from a manager or the VP of Human Resources. Alternatively, an employee can submit a complaint via the complaint procedure found in the **Policy Against Harassment**.

Actions

Recruitment

The diversification of our applicants in our recruitment process is important. Our goal is to expand the pool of qualified applicants to create a workforce representative of our community and customers. The outcome of this effort will lead to hiring the most qualified talent in our marketplace within a timely manner.

Self-identification

We will collect demographics of employees and ensure everyone has the option to select “prefer not to say”. This information is used to benchmark our progress and help us understand where we need to improve.

Partnerships

We partner with non-profit organizations that work to advance BIPOC, women, LGBTQ2+, newcomers, marginalized youth, underserved young adults, newcomers, accessibility, and Latinx communities in the workplace. We welcome new partnerships that expand and deepen our DIBE practices.

Training & Education

Tealium will provide diversity & inclusion training to all employees and senior management on a regular basis to help foster a more inclusive work environment.

DIBE training and education is designed to help participants understand issues that create inequity and inequality in the workplace. The goal is to help participants understand their own beliefs to create stronger collaboration and build an equitable workplace for all.

Similarly, we will be offering manager training sessions to ensure managers are equipped with the tools and resources to have effective conversations and help drive employee career growth and development forward.

Inclusion Experience Surveys

A bi-annual survey will be sent out to all employees to measure and solicit feedback on whether employees feel included and like they belong. This information is used to benchmark employee sentiments, address concerns if needed, and guide future programming.

Culture and Engagement

Tealium aims to foster a culture of inclusivity and belonging. To achieve this, we will ensure there is acknowledgement, education, and celebration for religious, cultural, and special events. Our culture is the sum of our values, beliefs, interactions, behaviors and attitudes and will be a result of all of these actions combined.

Compensation

Tealium is committed to treating all employees in a fair and equitable manner that ensures equity among all employees and Tealium's responsibilities under the Pay Equity Act.

Accessibility

Provide opportunities to those with disabilities to use their skills, engage in the workplace culture, and support themselves.

We recognize the individual needs of our employees and suppliers and strive to accommodate these needs in a sufficient and timely manner. We aim to become a barrier-free environment and abide by all requirements and regulations in the Accessibility for Ontarians with Disabilities Act. Further information about Accessibility at Tealium can be found in our Accessibility Policy.

Career Development

Tealium employees are encouraged to apply to any open internal opportunities they feel they are qualified for. We have established structured career application guidelines to ensure every employee goes through the same process, including an interview with the People team.

Resources

Employee Resource Groups

Employee Resource Groups (ERGs) are employee-led groups formed around common interests, issues, or a common bond or background. They provide an opportunity for all Tealium employees to get involved, share their interests, and support each other.

All Tealium employees are welcome and encouraged to join any of our existing ERGs; create a new ERG, per our ERG policy; and engage in activities planned and executed by our ERGs.

Our current ERGs include:

Diversity

Mission

This ERG is centered around fostering an environment that provides belonging, equitable access to opportunity, inclusivity and representation for all people, especially those groups historically underrepresented or marginalized in the tech sector. We build awareness and provide action-based solutions for all company employees, especially people leaders, to become effective allies. We also create opportunities for Tealium employees to celebrate different cultures, recognize the contributions of our diverse team members, and listen to feedback and input from across the team, with emphasis on those who otherwise may not have an equal platform

SW@T

Mission

This ERG facilitates education and action around social and structural issues that disproportionately affect women-identifying and non-binary employees in the tech sector, and at Tealium. We also build awareness, teach the skills and provide information required for people to become, or remain, contributing allies with the purpose of building a more inclusive tech sector for everyone.

People Team

The VP of HR is available at any time to take your feedback on how to build a better workplace. Any incidences of discrimination should be reported or submitted via the complaint procedure found in the **Harassment Policy**.

Review

Tealium will review this policy and procedures on an annual basis, or as required, and will make necessary adjustments to ensure that it meets the needs of all employees.

Diverse, inclusive and respectful workplaces don't just happen, they are fostered by every one of us at Tealium!