

SSI People: Social Impact, Diversity, and Inclusion

Diversity is not a trend to us; it is part of our identity.

At SSI People, diversity has long been a priority.

In 2011, before **diversity**, **equity**, and **inclusion** were buzzwords in business, our CEO Ron Seibert opened operations in India with a model that championed virtual work for women, allowing them to balance work and personal responsibilities.

He believed that if women were given the opportunity to build flexible careers, they would excel as contributors and leaders.

15% of women employed at our company are in leadership roles.

42% of our employees are women.

76% of our external team is made up of individuals from diverse communities.

82% of our internal team is made up of individuals from diverse communities.

We reach and attract diverse candidates through targeted social media groups and job boards, ensuring we connect with people from all backgrounds.

Our values drive our inclusive culture.

We're proud of what we've accomplished, but we're always striving to do better. We're confident in our ability to drive social change by putting our values into action.

We believe in creating opportunities for diverse groups through our **Corporate Social Responsibility (CSR)** initiatives, and we're proud to say that our goal extends beyond our internal team.

People first

Open-minded

Results-oriented

Respect

Honesty

By partnering with nonprofits that seek to overcome social disparities and empower individuals to succeed, we're actively working to create equity in the communities where we operate.

We know that by lifting up diverse communities, we can promote social and environmental sustainability, making a positive impact and contributing to the betterment of the communities we serve.

Together, we can build stronger communities through purposeful action.

Our community outreach and corporate philanthropy extends beyond mere donations; we strive to create a lasting impact through our actions.

Our team is very involved in the communities they work in. Some of our efforts include supporting the **YMCA**'s initiatives to provide services to low-income families in the community through work in the community garden, volunteering at food distribution days, and career training. We have a quarterly clothing drive to collect professional attire for **Dress for Success**, supporting women who are transitioning out of domestic violence and addiction. Additionally, we conduct resume writing and interview seminars and connect veterans with job opportunities through **Veterans Bridge Home**. Lastly, we provide essential supplies to the **Santosh Children's Home** in Bangalore, India, supporting an environment that nurtures and educates those in need, empowering them for a better future.

Through these actions, we aim to strengthen diverse populations and enable them to thrive and contribute to the improvement of communities.

Community outreach and corporate philanthropy



Santosh
Children's Home

- US Chamber of Commerce
- Hiring Our Heroes
- American Association for Access, Equity, and Diversity (AAED)
- Recruit Military
- Diversity Career Group
- Association of Certified Anti-Money Laundering Specialists (ACAMS) Latin America
- Being We Organization
- Samarthan Bangalore
- Bal Utsav Bangalore

By fostering inclusivity, solidarity, and achievement through our CSR efforts, we are confident that positive outcomes will extend beyond us and transform the world.