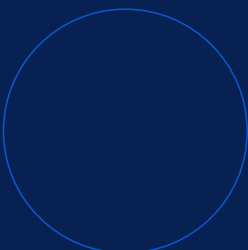
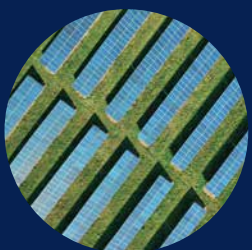
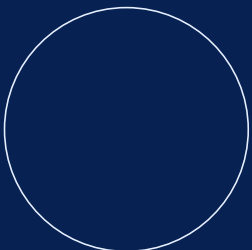
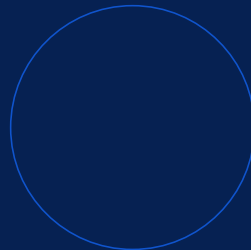


STANTON CHASE

# Our Blueprint for Change

2023 ESG Progress Report



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## Why This Report?

This report isn't about patting ourselves on the back. It's a commitment to integrity—to holding ourselves to account and offering you the means to do the same. It reflects our dedication to openness with our clients, our communities, and potential team members, always.



## What is Our Goal?

We're here to learn and grow. This report helps us understand what we've done well and where we need to improve. Our vision includes building more diverse teams, creating more environmentally friendly workspaces, recommending more sustainable choices to our clients, enhancing our management practices even further, and making an even bigger positive impact in our communities.

# Letter from the Chair



Dear Reader,

At Stanton Chase, we believe in doing things differently. We aim to build a world that is compassionate, sustainable, and forward-thinking.

It gives me great pleasure to present our 2023 Environment, Sustainability, and Governance (ESG) report. Our achievements this year reflect our commitment to being a force for good. Our report outlines the strides we've made and identifies areas for growth.

## Our Commitment to ESG and Sustainability

This year, we expanded our role in promoting ESG values. Beyond further integrating these principles in our firm, we also continued to advocate for their importance with our clients.

## Our People and Our Culture

We champion a positive work environment, where pressures do not overshadow the importance of mental wellness and where stress, anxiety, and burnout are actively addressed. Our supportive approach to work-life challenges shows our commitment to the well-being of each team member.

We support women's advancement in business. Equally, we uplift the voices of all minorities, no matter which group they identify with.

At Stanton Chase, we offer leadership opportunities that empower change. After all, when you want to create innovation, you need many people; when you want to create breakthrough innovation, you need many different people.

## Our Communities

We extend our commitment to betterment beyond our office doors. Our goal is to spread goodwill as we dedicate ourselves to impactful giving.

Our 2023 Corporate Social Responsibility (CSR) initiatives were designed to address local and relevant issues. We believe that help close to home resonates more deeply and fosters tangible change.

In closing, I want to express my deepest gratitude to all the people at Stanton Chase. It is due to your dedication and hard work that our ESG goals have been brought to life. You are the true changemakers, making our planet greener, our communities stronger, and our workplace more compassionate. Alone we can do so little; together, we can do so much.

Yours sincerely,

**Kristof Reynvoet**  
Chair of the Board

# Letter from the Global ESG Leader



Dear reader,

I'm writing with the same excitement as our Global Chair to share Stanton Chase's first ESG report with you. This moment marks an important step for transparency in our work around environmental, social, and governance issues. As Stanton Chase's Global Functional Leader for ESG and Sustainability, it gives me great pride to debut this initiative.

We are not yet where we want to be with our own ESG efforts, but we are on our way. It is a continuous development process, and we are committed to advancing it.

At the beginning of 2023, we established our EMEA Sustainability and ESG Advisory Board to support us and our clients. The members of this Advisory Board are top ESG minds. In the same year, we conducted an [extensive survey](#), engaging 179 companies across the Industrial and Natural Resources, Energy, and Mining sectors, to gauge their ESG progress. We've also attained EcoVadis certification and are in the process of improving our score.

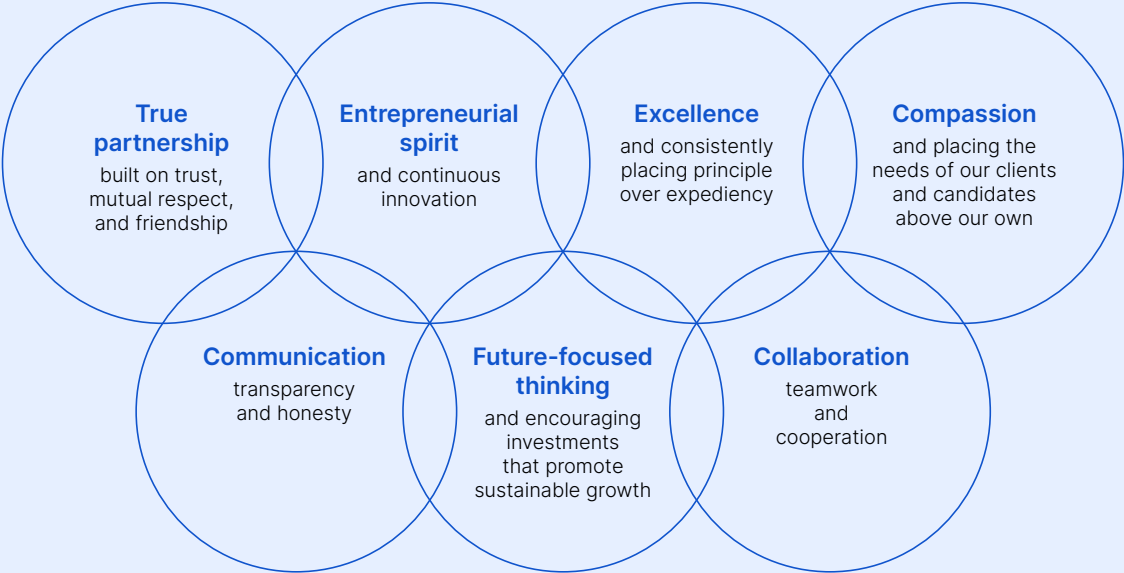
Through initiatives like these, our goal is to be at the forefront of ESG thought leadership. Because knowledge empowers action.

Finally, in closing, I'd also like to express my gratitude to the team who brought this report to life. We recognize our journey is ongoing, and we embrace the continual progress that comes with it.

Kind regards,

**Christian Ehl,**  
Global Functional Leader for ESG and Sustainability

## Our Values



# Executive Summary

11%

of Stanton Chase's workforce identifies as being diverse beyond gender diversity.

62%

of the new hires at Stanton Chase within the past year are women.

15%

of new hires identify as diverse beyond gender diversity.

24%

of the executives Stanton Chase placed in the past year are women.

7%

of the executives Stanton Chase placed in the past year identify as diverse beyond gender diversity.

24%

of the CEOs and board members placed are women.

5%

of the CEOs and board members placed identify as diverse beyond gender diversity.



55%

of Stanton Chase's employees are women

# How We Work

## We Believe in Unlimited Support

We believe one of the key responsibilities we owe our employees is to support them in achieving their career goals. The relationship between employee and employer should be mutually beneficial: the employee helps the organization reach its objectives, and the organization in turn assists the employee in meeting their personal goals. To support this, we recently upgraded our mentorship program to offer even greater support.

## We Are Serious About Work-Life Balance and Mental Health

We adhere to the philosophy that employees should work to live, not live to work. We do not insist that our staff be tied to their jobs, nor do we expect them to forgo family time, mental health, or well-being for their roles. We provide ample annual leave, sick leave, and parental leave, recognizing the importance of balance and rest. Mindful of burnout and stress, we actively strive to step in when we notice an employee becoming overburdened. Our desire is for our employees to thrive—not only in their careers but also as individuals.

## We Provide Upskilling Opportunities

We are excited to announce the rollout of our new Learning Management System. It offers our employees many ways to learn new skills at their own pace and according to their own needs, goals, and interests. We know everyone is different, and we value our team's time and personal lives, which is why the upskilling opportunities we provide are personalized and flexible.

## We Cultivate a Culture of Inclusion and Belonging

Stanton Chase is a welcoming environment for everyone, irrespective of their background, race, religion, language, socioeconomic status, neurodiversity, additional support needs, gender identity, or sexual orientation. Our offices are LGBTQ+ friendly, offer support for those requiring additional assistance, create opportunities for diverse voices to influence change, and endeavor to maintain a culture where everyone feels they belong, are welcome, valued, and supported—regardless of their identity, the obstacles they may encounter, the opportunities they have had (or not had), and their personal beliefs or culture.

### EMPLOYEE SPOTLIGHT



## Meet Bernardita Mena Aldunate

Bernardita is a member of Stanton Chase's Board of Directors. She serves as the Vice Chair of People Excellence. That means she's responsible for ensuring that our warm, compassionate, and supportive workplace remains that way and keeps getting warmer, more inclusive, more compassionate, and more supportive. Bernardita is also the Managing Director for Stanton Chase Chile and the Regional Vice President for LATAM.

*“The key to a great company is having excellent people and treating your people excellently.”*

# Our Leadership

## Board of Directors

The Board of Directors at Stanton Chase is an essential driving force behind the organization's overall guidance and direction. As a global authority on leadership, we take pride in having exceptional leaders on our Board, renowned for their expertise in their respective fields. These leaders perfectly exemplify the core values of Stanton Chase, including dedication to innovation, courage, empathy, passion, and unwavering commitment.



**Kristof Reynvoet**

Global Chair  
Partner



**Bernardita Mena Aldunate**

Global Vice Chair, People Excellence  
Regional Vice President, LATAM  
Managing Director



**Çağrı Alkaya**

Global Vice Chair, Regions  
Managing Partner



**Ken Nimitz**

Global Vice Chair, Finance  
Managing Partner



**Tom Christensen**

Global Vice Chair, Practice Groups  
Managing Partner

# Our Leadership

## Governance Committee

Stanton Chase prides itself on board independence and transparent corporate governance. It is our Governance Committee's responsibility to ensure both. In addition to reporting to shareholders, the Committee identifies individuals qualified to be International Chair and Board Members, and recommends them to shareholders. The Committee evaluates the Board's composition and oversees Stanton Chase's voting process and elections.



**Mickey Matthews**  
Chair, Governance Committee  
Managing Director



**Fiona Lavan**  
Board Advisor  
Managing Director  
Global Subsector Leader, Agribusiness



**Ana Cristina Botero**  
Managing Director



**Tom Goorman**  
Managing Partner  
Global Functional Leader,  
Marketing and Sales  
Global Subsector Leader, Software



**Manos Panorios**  
Managing Director  
Global Subsector Leader,  
Consumer Banking





# Diversity at Stanton Chase

Diversity and inclusivity are core values at Stanton Chase. We know that diverse teams lead to better outcomes. That's why our executive searches are diversity-focused and merit-based.

We mirror this commitment internally, too. A varied mix of voices and experiences strengthens our insights and perspectives.

# Diversity at Stanton Chase

## We Have a Female Majority Workforce

Stanton Chase is committed to creating an inclusive workplace that reflects our dedication to gender diversity. That's why we are proud to report that women constitute 55% of our global workforce.

Our Bogotá, Raleigh, and Panama City offices also feature all-women teams. They embody our commitment to fostering a workplace where women are valued, supported, and celebrated.



## We Are Making Strides Towards a More Inclusive Future

Eleven percent of the overall workforce at Stanton Chase identify with backgrounds that are underrepresented in their respective countries. This includes individuals who belong to the LGBTQ+ community, who are neurodiverse, who come from a lower socioeconomic background, or who hold different religious beliefs to those that the majority of their countrymen hold.

Each Stanton Chase office, with its unique geographical and cultural context, exhibits varying levels of progress in embracing this broad spectrum of diversity. However, all our offices are committed and dedicated to cultivating teams that are diverse in aspects beyond gender.

## We Welcome Diverse New Hires

Of the new employees welcomed to the Stanton Chase team in the past year, 62% were women. This percentage is a result of our dedication to increasing gender diversity, especially in offices that have historically had fewer women.

Fifteen percent of our new hires originated from various diverse backgrounds, this time specifically excluding gender diversity, which includes socioeconomic status, culture, neurodiversity, religion, gender identity, race, and sexual orientation. This marks a significant rise from the broader diversity rate of 11% currently seen in our workforce.

We are committed to implementing strategies that enhance our team's diversity across all dimensions. In doing so, we hope to set an example for other organizations by showcasing the benefits of a truly diverse workplace.

### EMPLOYEE SPOTLIGHT



## Meet Eleri Dodsworth

Eleri is a Partner at Stanton Chase London and the Regional Functional Leader for Diversity, Equity, Inclusion, and Belonging in EMEA. She is a mother to three wonderful children and a founding member of the Institute of Neurodiversity (ION) and Neurodiversity in Business. An active advocate for social mobility and racial equality in employment, Eleri supports initiatives like Change the Race Ratio and The Social Mobility Pledge. She has also contributed to Stanton Chase London's support of Progress Together, a nonprofit organization dedicated to advancing socioeconomic diversity within the financial sector.



# Diversity in Executive Search

Stanton Chase prides itself on not only nurturing an inclusive work environment within its own offices but also on impacting the broader corporate landscape through the placement of diverse leaders in client companies.

Our role as a trusted executive search partner offers us a powerful platform to shape the leadership and direction of organizations globally. We take this responsibility seriously.

# Diversity in Executive Search

## We Advocate for Women in Leadership

In the past year, 24% of the executives we placed in client companies were women, reflecting our dedicated effort to promote female professionals in top positions across industries. While this number exceeds the market average, we are committed to reaching even greater representation.

Our ability to convince client companies of the value of gender diversity at their top levels is a sign of progress in breaking down barriers and opening doors that have traditionally been less accessible to women.

## We Take a Multidimensional Approach to Executive Placement

While we are committed to gender diversity in our executive placements, we also acknowledge the need to continually expand our reach in terms of ethnicity, race, socioeconomic, neurodivergence, and cultural diversity.

With 7% of the executives placed identified as coming from broader diverse backgrounds, we have made strides but identify this as an area ripe for further development.

## We are Serious About Gender Diversity in Top Leadership

We have made strides in balancing gender representation at the top, with women making up nearly a quarter (24%) of the CEOs and board members placed in the past year.

This proportion of female executives placed in positions of ultimate corporate authority signals a positive shift towards a more equitable representation in the traditionally male-dominated executive landscape.



“When a company has a diverse group of people at the very top, it shows everyone that their commitment to diversity is real. It tells every employee, no matter their background, ‘You’re important to us. You can make it to the top here.’ That’s the kind of true diversity that motivates and welcomes everyone on your team.”



**Valeria Cox**  
Regional Functional Leader  
Diversity, Equity, Inclusion,  
and Belonging in LATAM

## We Amplify Leadership Diversity

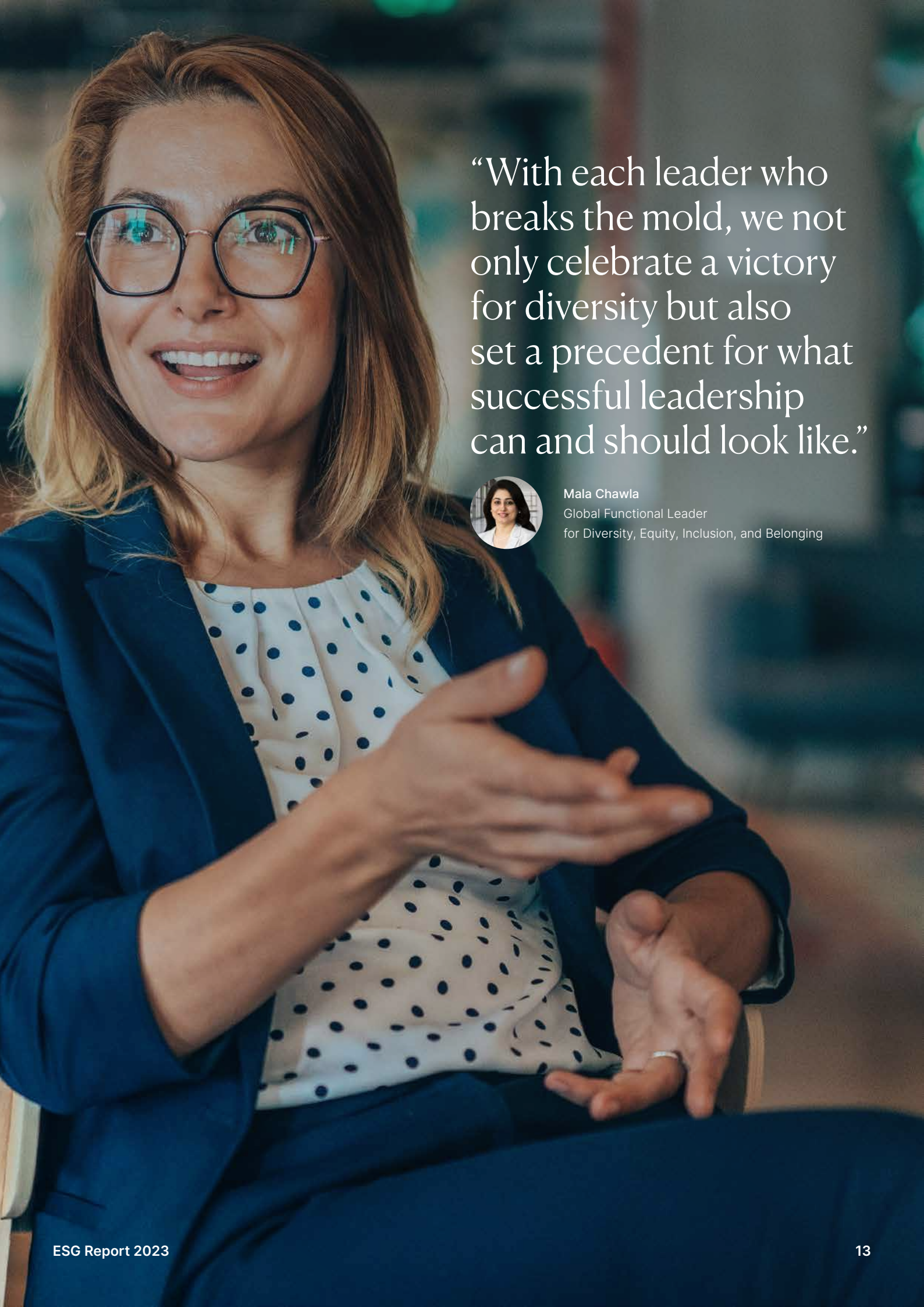
We actively recruit individuals from various backgrounds for CEO and board positions, considering diversity in sexuality and gender identity, culture and religion, socioeconomic status, additional support needs, and neurodiversity.

As a result, 7% of our CEO and board placements represent diversity that extends beyond gender.

### ...But There Are Challenges in Diverse Executive Search

Despite our commitment to diversity, there are external factors that can impact the speed at which we can place diverse executives, such as the availability of highly experienced and qualified female candidates. Nevertheless, we are diligently working to identify more women who are both highly qualified and experienced.

We also assist our client companies in developing more women in their leadership pipelines through succession planning and leadership development.



“With each leader who breaks the mold, we not only celebrate a victory for diversity but also set a precedent for what successful leadership can and should look like.”



Mala Chawla  
Global Functional Leader  
for Diversity, Equity, Inclusion, and Belonging

# Diversity in Executive Search



## CASE STUDY

### Looking Past Traditional Qualifications for a Top Diversity Leader

An international NGO that provides access to legal aid for refugees, asylum seekers, and other displaced people sought a new Chief Human Resources Officer (renamed Vice President, HR in recognition and acknowledgement of indigenous peoples) to lead their global, multicultural HR team. They needed a leader skilled in managing a geographically diverse team with a strong commitment to diversity, equity, inclusion, and accessibility (DEIA).

Stanton Chase Washington, D.C., and Managing Director Iris Drayton-Spann led the search alongside Talent Acquisition Specialist Prianka Maharaj. To understand the NGO's culture, they conducted 25 stakeholder interviews, which informed a candidate profile focusing on practical HR skills rather than formal academic qualifications.

After many interviews, assessments, and tests, a short list of three candidates was created. The top three candidates hail from the US, Germany, and Lebanon. In the end, an African American woman with invaluable international experience was chosen.

## EMPLOYEE SPOTLIGHT



### Meet Iris Drayton-Spann

Iris is a Managing Director at Stanton Chase Washington, D.C. She specializes in diversity, equity, inclusion, and belonging consulting, as well as human resources executive placements. She previously held the VP of HR and Chief Diversity Officer roles at WETA-TV. Iris is part of several professional groups, including the National Association of Multi-ethnicity in Communications, and is the chair for New Endeavors by Women. Her achievements include being named one of DCA Live's 25 HR Leaders in 2019 and 2021, one of Mogul's Top 100 DEI Leaders in 2021, and one of CIO Views Magazine's Top 10 D&I Leaders in 2022.

# Our DEI Partnerships

We believe in collaborating with nonprofits that further diversity, equity, inclusion, and belonging in the C-suite and on boards.



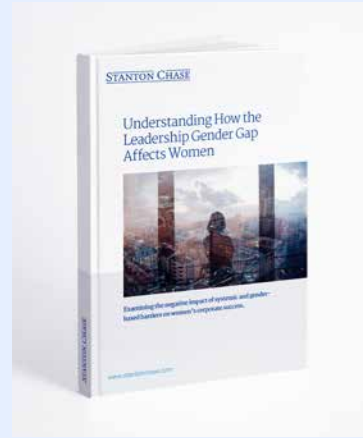
# Our DEI Publications

## Videos



[Diversity in the Mining Sector](#)

## White Papers



[The Gender Leadership Gap – Understanding the Glass Obstacle Course Faced by Women](#)

## Articles



[DEI Metrics for Executives: What to Track and Why](#)



[The Gender Gap in IT \(and How to Address It\)](#)



[Leading with Pride: Creating a Company Culture of LGBTQ+ Inclusivity and Support](#)



[Unconscious Bias in the C-Suite: A Deep Dive into Its Impact on DEI](#)



[Banking on Socioeconomic Diversity: Intersectionality in Financial Services Hiring](#)

An aerial photograph of a winding asphalt road that curves through a dense, lush green forest. The road is dark grey with white lane markings. The trees are vibrant green and cover the entire landscape. The overall scene is peaceful and natural.

# Environmental Sustainability

We actively engage in sourcing and placing leaders equipped to navigate and direct sustainability initiatives within client companies.

In our dealings with clients, we stress the importance of ESG roles in modern corporate structures and the need for businesses to integrate sustainable practices into their strategic outlook.



# Environmental Sustainability

## We Place World-Class Sustainability Executives

Stanton Chase consistently places a growing number of professionals in sustainability leadership roles year over year, with 2023 seeing even more appointments. This not only spotlights our capabilities in recognizing and recruiting talent with the expertise required for such specialized roles but also our alignment with global sustainability trends.



### CASE STUDY

## Saving the World One Head of ESG at a Time

Stanton Chase Chile, with the expertise of Fernando Rodriguez, Senior Partner and Regional Functional Leader for Sustainability and ESG in LATAM, was tasked with finding a Head of ESG for an innovative eFuels company dedicated to climate change solutions. The Head of ESG was to establish and lead the company's ESG function, strategize engagements, educate teams, and integrate ESG into business growth and risk management.

The ideal candidate needed over five years of relevant experience, strong interpersonal and leadership abilities, and fluency in English and Spanish. Candidates from Ecuador, Colombia, and Chile were considered, focusing on experience with social challenges in extraction sectors.

Ultimately, two distinguished female candidates made the final shortlist. The selection process, completed on time, led to a successful hire, much to the stakeholders' satisfaction. The chosen leader now advances the company's ESG initiatives globally.

### EMPLOYEE SPOTLIGHT



## Meet Fernando Rodriguez

Fernando is a Senior Partner at Stanton Chase Santiago and serves as the Regional Functional Leader for ESG and Sustainability in LATAM. In previous roles, he enabled trade and investment for South America's mining and energy sectors. His contributions include developing market-entry strategies, attracting key investors, and managing technical aspects of public-private partnerships with leading firms. Fernando often speaks at conferences about ESG, the decarbonized economy, and Latin American engagement. He is also a published author with the Australian Institute of International Affairs.

# Environmental Sustainability

## We Nurture a Culture of Responsibility Within Our Own Offices

Our commitment to sustainability extends beyond our clients. Within our own offices, there is a conscious effort to foster a culture that values and practices ESG principles. This internal embodiment of ESG values inherently strengthens our authority and credibility when consulting with clients on similar hires.

“The location of our office has been carefully chosen for its sustainability features, which include top-tier NABERS ratings. Towers Two and Three have achieved the Platinum WELL Core and Shell Certification. All our office buildings have earned a 6 Star Green Star Performance rating from Australia’s premier sustainable building assessment tool, and our office buildings have also been awarded a Gold Active Design Score.”



**Fiona Lavan**, Managing Director at Stanton Chase Sydney and Perth

“We operate as a paperless office. When printing is necessary, we use FSC-certified paper and recycle used cartridges. We are dedicated to waste reduction, too. We avoid unnecessary plastic or packaging whenever possible. We also diligently sort our waste.”



**Jan-Bart Smits**, Managing Partner at Stanton Chase Amsterdam

“In December 2023, Stanton Chase Belgrade received ESG certification from PCC Cert Balkan. Our ESG certification is more than a benchmark for quality; it serves as a call to action for our partners, clients, and staff to engage in the movement towards responsible and sustainable business practices.”



**Milos Tucakovic**, Managing Partner at Stanton Chase Belgrade

“On the social front, we’re giving back to the community through volunteer work and charitable contributions, while also ensuring that our employees receive fair compensation and that their mental health is a priority. In terms of governance, we’re dedicated to fostering a democratic interaction between shareholders and employees, where every voice is not only heard but genuinely acknowledged.”



**Finley Konrade**, Managing Director at Stanton Chase Texas

“We are committed to advancing ESG efforts for the collective benefit of society. This commitment is why we actively share our knowledge by lecturing on ESG topics biannually at the Universities of Milan and Verona. We see education as a catalyst for sustainable change.”



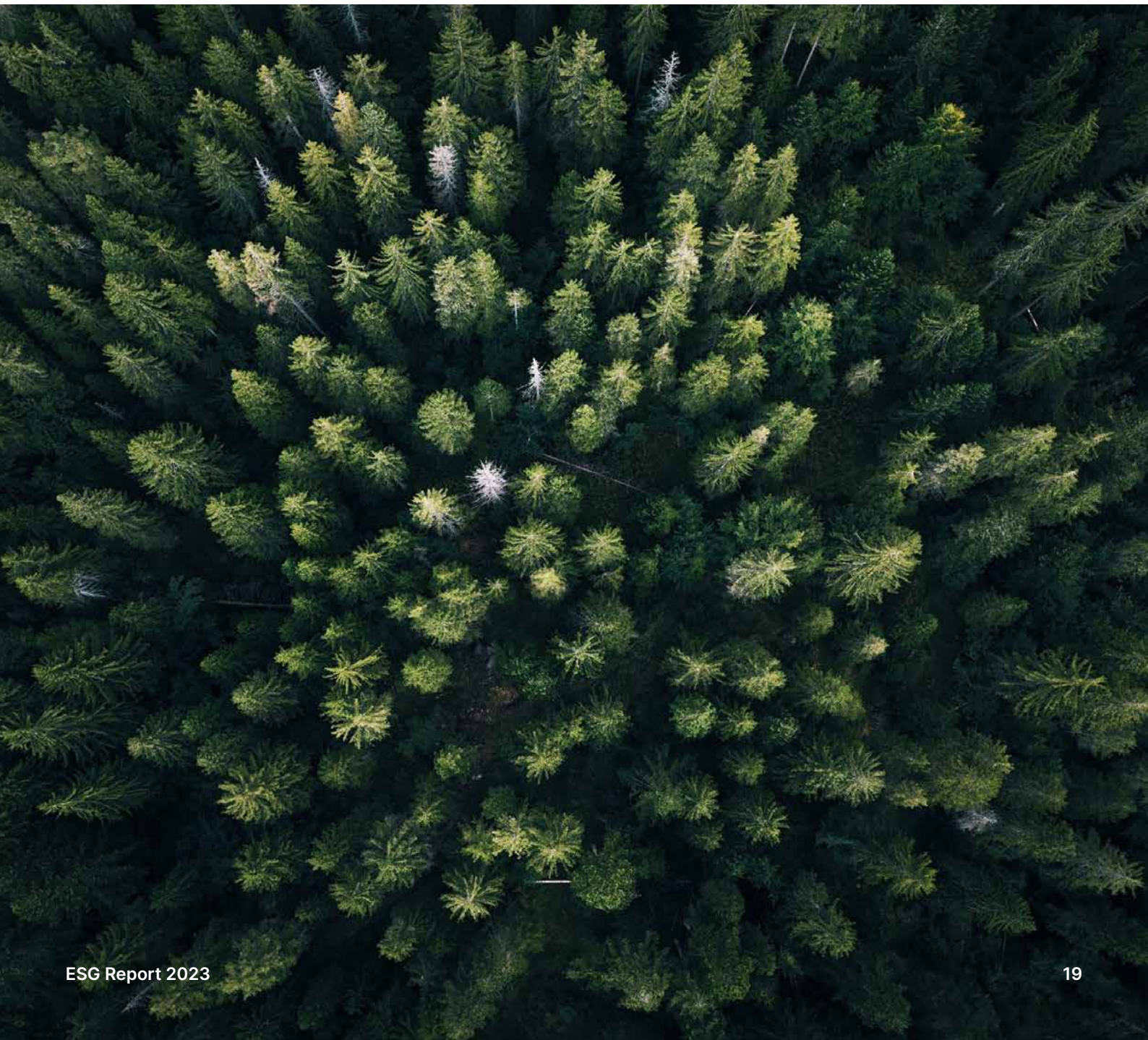
**Paolo Pellini**, Managing Director at Stanton Chase Milan

# Environmental Sustainability

## We Continuously Evolve and Adapt

Looking ahead, we are ready to keep finding and placing leaders in sustainability and ESG roles. These leaders will help companies navigate today's challenges and those that will come, as corporate responsibility evolves.

We know that the field of sustainability leadership is always changing, and we stay flexible and creative in finding and nurturing the talents that will be key in a world that cares more about inclusive and sustainable growth.



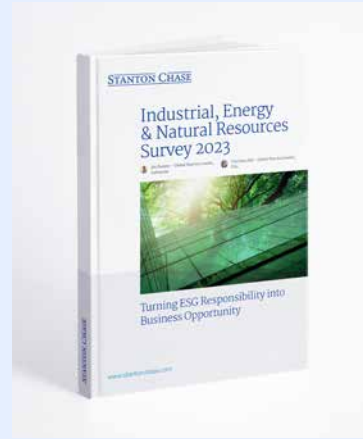
# Our ESG and Sustainability Publications

## Videos



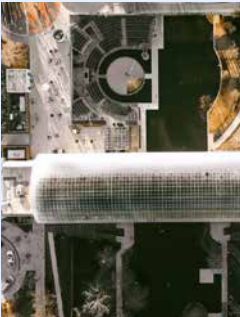
[There is no sustainability without innovation](#)

## White Papers



[Industrial, Energy, & Natural Resources Survey 2023: Turning ESG Responsibility into Business Opportunity](#)

## Articles



[Why Sustainable Manufacturing Is Good for Business](#)



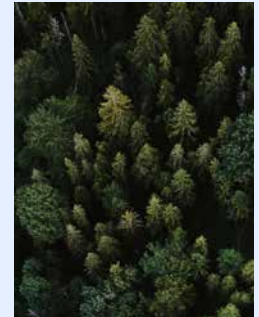
[The Triple Bottom Line: How Sustainability Transforms Employee Behavior](#)



[Green MedTech: How Leaders Can Drive Sustainability in the Health and MedTech Sector](#)



[The Evolving Role of the CFO: How Finance Leaders Are Taking the Lead in ESG](#)



[The State of ESG in 2023 \(and Why It's a Must-Have for Your Business\)](#)

# CSR Initiatives

## We Strive for Localized Contributions with Global Impact

Our CSR efforts are characterized by their diversity and localization. We recognize that each office operates in a unique cultural and societal context, and thus CSR activities are tailored to address local needs and contribute to local communities while reflecting our global commitment to responsible business practices.

“We regularly support the Norwegian Refugee Council and the Norwegian Red Cross.”



**Tom Christensen**, Managing Partner  
at Stanton Chase Oslo

“We actively support various charitable organizations such as Rotary, School for Life, and Sydney Children’s Hospital. We are also committed to contributing to the broader community by conducting two pro-bono searches each year for registered charities.”



**Fiona Lavan**, Managing Director  
at Stanton Chase Sydney and Perth

“At Stanton Chase Düsseldorf, giving back is a key part of what we do. Andreas Ehrhardt recently led a pro-bono search for WarChild. Gabriel Kiefer has also played an important role in our philanthropic endeavors by organizing logistics and donations to help those in Ukraine.”



**Falco Nicklas**, Managing Partner  
at Stanton Chase Düsseldorf

## We are Passionate About Philanthropy and Community Service

In 2023, many Stanton Chase offices engaged in philanthropic efforts including donations of time, resources, and financing to a range of charitable organizations.

From supporting educational programs to providing aid to underserved communities, our offices took steps to ensure that their presence as a business had a direct and beneficial impact on the communities in which they operate.

“At Stanton Chase Boston, we hold one value above all others: kindness. It’s the force we believe in and the legacy we aim to build. Our commitment to this principle is why we stand behind numerous charities and nonprofit organizations, among them the Luvng Paws Foundation, Sowa Goat Sanctuary, Save Buzzards Bay, WonderFund, Wounded Warriors, Humane Society, American Red Cross, Boston Food Bank, and Rosie’s Place.”



**Christopher Arnold**, Managing Director  
at Stanton Chase Boston

“At Stanton Chase Nashville and Atlanta, we are dedicated to giving back to the community. Each year, we make charitable donations totaling \$45,000. In 2023, our contributions supported causes such as Thistle Farms and the One Heart Project.”



**Rebecca Buchanan**, Managing Partner  
at Stanton Chase Nashville and Atlanta

# CSR Initiatives

## We Believe in Hands-On Involvement

We extend our CSR efforts beyond supporting established, well-funded charities. Our goal is to drive change and offer help where it matters most—at the individual level.

That's exactly why many of our offices commit to hands-on charity work, like volunteering at soup kitchens. A large portion of our CSR initiatives are intentionally designed to empower individuals, particularly within marginalized and underserved communities.

“We proudly support Dress for Success, a global non-profit organization dedicated to empowering women to gain economic independence. They offer a support network, professional attire, and essential development tools, helping women succeed both professionally and personally.”



**Cathy Logue**, Managing Director  
at Stanton Chase Toronto

“We are honored to collaborate with charities Ambitious About Autism and Autistica. Together, we’re supporting the Sir Robert Buckland Autism Review to tackle the low employment rates in the autistic community and strive for a more inclusive workforce.”



**Eleri Dodsworth**, Regional Functional Leader for DEI in EMEA  
and Partner at Stanton Chase London

“At Stanton Chase Baltimore and Washington D.C., we are deeply invested in our communities. We engage in hands-on community service activities and provide donations to various non-profit organizations. Many of our team members serve on non-profit boards and we extend fee discounts to non-profit groups.”



**Mickey Matthews**, Managing Director  
at Stanton Chase Baltimore and Washington D.C.

# CSR Initiatives

## We Advocate for CSR in Client Companies

Our commitment to CSR is not limited to external activities; it also features the promotion of diversity and sustainable practices within our client companies. This dual approach ensures that CSR is not just a peripheral activity but an integrated aspect of our operational and service ethos.

“As part of our commitment to diversity and inclusion, we are active participants in the local 30% Club, which advocates for greater representation of women in board positions.”



**Pilar Brogeras**, Managing Director  
at Stanton Chase Mexico City

## We are Involved in Educational and Ethical Thought Leadership

CSR at Stanton Chase also manifests through educational endeavors. Several of our offices have organized or participated in local and international conferences, seminars, and workshops aimed at fostering discussion on topics ranging from ethical business practices to the importance of diversity and inclusion in the past year.

“We organize a quarterly HR Community event, hosted by a selected company at their premises. For each gathering, we arrange a focused discussion on a specific topic and invite guest speakers with expertise in that area. We also orchestrate quarterly networking sessions in collaboration with the University of Belgrade that connect senior-year and master’s students with representatives from prominent local and international businesses.”



**Milos Tucakovic**, Managing Partner  
at Stanton Chase Belgrade

### EMPLOYEE SPOTLIGHT



## Meet Finley Konrade

Finley is a Managing Director at Stanton Chase Dallas, the Regional Vice President for North America, and the Regional Functional Leader for Private Equity in North America. She’s deeply involved in shaping the business landscape as an active member of the Association for Corporate Growth. Her caring spirit has led her to previously serve on the board of The Lamplighter School and as a supportive advisor for Kappa Alpha Theta at Southern Methodist University. Most endearingly, she volunteers with Equest Therapeutic Horsemanship, blending her love for horses with a commitment to bettering the lives of children, adults, and veterans with diverse needs.

# Areas We Aim to Improve in 2024

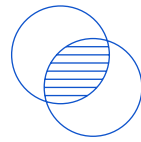
While we are proud of our past successes, we acknowledge that there are areas where improvement is both possible and necessary.

For 2024, we have identified key areas where focused efforts can lead to more advancements.



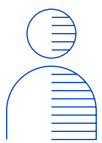
## Advancing Gender Parity in Leadership Roles

Throughout all levels of our firm and in client placements, achieving and maintaining gender parity remains an important goal. In 2024, we intend to create more actionable strategies internally and at client companies to ensure that women are represented equally in leadership roles.



## Increasing Transparency and Accountability

We understand the link between transparency, accountability, and trust. That's why in 2024, we're improving our ESG reporting. Transparent communication about our goals, progress, and areas for improvement will be central to our strategy in the year ahead.



## Enhancing Overall Diversity Representation

We aim to broaden the demographic representation within our offices and the leaders we place within client companies. Although progress has been made, the goal for 2024 is to increase the percentage of employees and placed candidates from underrepresented groups, including culture, race, and other diversity aspects not solely limited to gender.



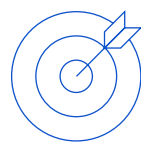
## Fostering a Culture of Inclusion

In 2024, we'll aim to cultivate an even stronger culture of inclusion where all employees feel valued and supported. This includes the provision of regular training sessions, interactive workshops, and company-wide discussions on diversity and inclusion topics. We are serious about ensuring that these issues stay at the forefront of our ethos.



## Expanding Sustainability Measures Across Offices

We realize the impact of organizational carbon footprints, and because of that we've set our sights on expanding sustainability efforts across all offices. This will entail stronger environmental policies, increased green office practices, and implementing more rigorous measures for tracking and reducing our environmental impacts worldwide.



## Setting New Benchmarks for Progress

In line with our intention to improve, in 2024 we will also set out to establish new benchmarks for measuring ESG progress. These benchmarks will provide critical data to guide future strategies and allow us to set increasingly ambitious goals and implement best practices more consistently worldwide.



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