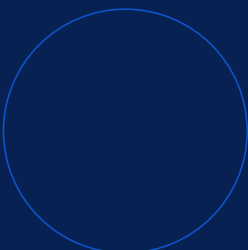
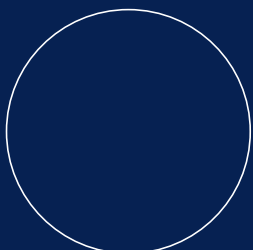
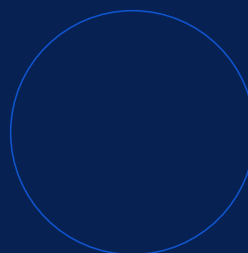


STANTON CHASE

Building on Our Blueprint for Change

2026 Responsible Business Report



Contents

Letter from the Chair	3
Letter from the Global ESG and Sustainability Leader	4
Letter from the Global Inclusive Leadership and Culture Leader	5
Executive Summary	6
Progress Against Our 2023 Commitments	7
How We Work	8
Our Leadership	9
How We Govern Ourselves	12
Diversity at Stanton Chase	16
Diversity in Executive Search	19
Our Inclusive Leadership and Culture Publications	23
Our Clients and Our Work	24
Environmental Sustainability	29
Our ESG and Sustainability Publications	32
CSR Initiatives	33
Areas We Aim to Improve in 2027	39



Why This Report?

This report is a promise kept. In 2023, we published Our Blueprint for Change and told you we would return to every commitment we made in it. Here we do exactly that. These pages reflect our dedication to openness with our clients, our communities, and the people who may one day join our team.



What Is Our Goal?

We are here to learn and grow. This report helps us understand what we have done well and where we can do even better. Our vision includes building diverse teams, creating environmentally friendly workspaces, recommending sustainable choices to our clients, and making an even bigger positive impact in our communities.

Letter from the Chair



Dear Reader,

It gives me great pleasure to share our 2026 Responsible Business Report with you. Our first report, published in 2023, was a blueprint. A blueprint is a beginning, and the building that has followed it is what these pages describe.

Stanton Chase has grown since then. We opened offices in Denver, Huntsville, Kuala Lumpur, Lima, Montreal, Zurich, São Paulo, Buenos Aires, Montevideo, Vilnius, and Dublin, welcomed new colleagues into offices all over the world, and took on assignments for clients in more than forty countries over the reporting period.

Growth on this scale is a test of culture, and ours has passed it. It is easy to describe values when a firm is small and everybody knows one another. It takes something more to live them across seventy offices in forty-five countries, and our colleagues do, with generosity, humor, and heart. Firms choose to join Stanton Chase because of the reputation those colleagues built, and people stay for the same reason. It is the part of this firm I am most grateful for.

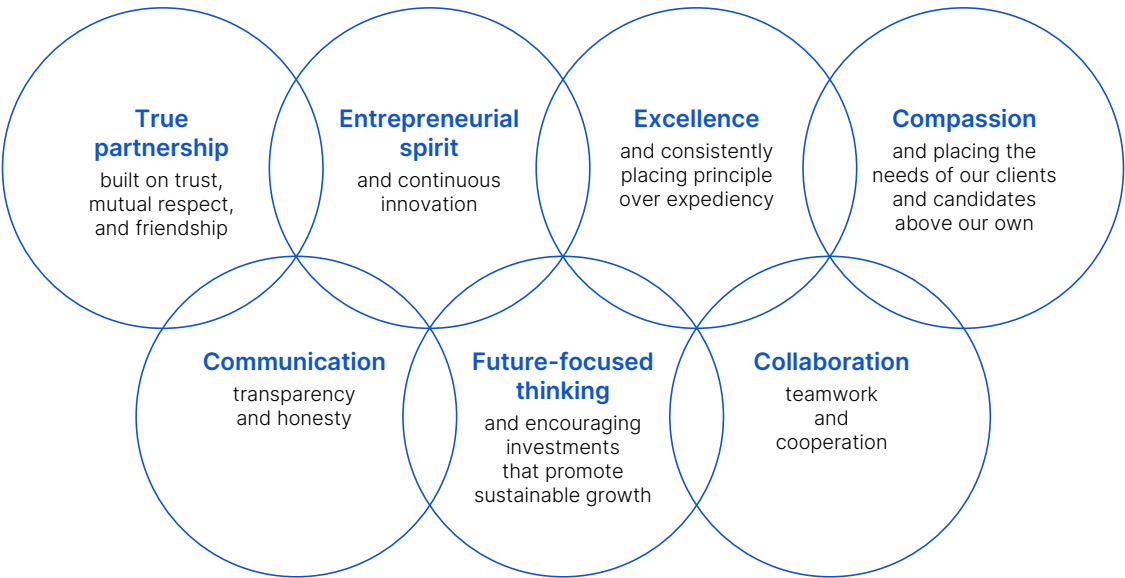
This report keeps the promise we made in 2023. It returns to each of the six commitments we published then, shows the distance we have traveled on every one, and sets our numbers against external benchmarks for the first time. It then closes the way our first report did, with new goals for the year ahead, because a firm that advises leaders on growth should never stop growing itself.

I am proud of the work in these pages, and I am even prouder of the people behind it. You are the true changemakers, making our planet greener, our communities kinder, and our workplace more compassionate. Thank you.

Yours sincerely,

Çağrı Alkaya
Global Chair of the Board

Our Values



Letter from the Global Sustainability and ESG Leader



Dear reader,

Our first report was a debut. This one is a homecoming, because it returns to every promise we made in 2023 and shows you what became of it.

Sustainability at Stanton Chase lives inside the Golden Book, the document every colleague reads and commits to on joining the firm. It encourages us to keep our processes paperless, our travel to a minimum, and our pro bono work available to organizations that deserve it. Because we are a partnership of equals, each office decides for itself how to do that, and what they have made of it is the best part of this report. You will find solar panels in Kuala Lumpur, tree planting in Brussels, university lectures in Milan, and certified green premises in Sydney and Belgrade, every one of them a local decision taken for local reasons.

Our Sustainability and ESG Advisory Boards, in EMEA and the Americas, also continue to counsel us and our clients. You can meet their members in the Environmental Sustainability chapter of this report.

Their thinking, and ours, travels further through what we publish. We bring fresh ideas and practical insight to our clients and to a wider audience through our articles, white papers, videos, webinars, and podcast, and you will find a selection of that work in the chapter on our ESG and sustainability publications, with more on our website and our LinkedIn page.

Beyond what we publish and what we do in our own offices, our greatest contribution is the leaders we help appoint. An executive who arrives with sustainability inside their judgment will make good decisions long after our search ends, which is why we weigh that quality in every evaluation we conduct.

Finally, my heartfelt thanks to the team who brought this report to life. Our journey continues, and we embrace every step of it.

Kind regards,

Christian Ehl

Partner, Düsseldorf, and Global Functional Leader for Sustainability and ESG

Letter from the Global Inclusive Leadership and Culture Leader



Dear reader,

This year we renamed the function I lead: Inclusive Leadership and Culture. We did it because inclusion is a fundamental leadership skill. Inclusive leadership and culture are intrinsically linked, because culture creates the environment and leadership sets the behavior within it.

Both are about listening properly, valuing and encouraging different perspectives, and creating an environment where people can thrive and do their best work. When leaders do that well, you see it in the quality of their decisions and in the people who choose to stay. That is why we assess every candidate on their inclusive leadership style as a core part of the search.

The belief driving that assessment is a simple one: senior leadership should be open to anyone who has earned the right to be there. Talent is everywhere; opportunity is not. When we widen opportunity, merit becomes clearer, and that belief guides how we assess candidates, how we support our colleagues, and how we advise the boards we work with.

We also hold ourselves accountable. Women make up the majority of our colleagues, our offices span forty-five countries, and our Global Diversity, Equity, and Inclusion Policy governs how we lead our own organization. When we ask boards to broaden their thinking, we start by looking at our own.

In the chapters ahead, you will meet the people who lead this work globally, and see the partnerships and data behind it. I hope you enjoy getting to know them as much as I enjoy working with them.

Warm regards,

Eleri Dodsworth

Partner, London, and Global Functional Leader for Inclusive Leadership and Culture

Executive Summary

OUR PEOPLE

632

colleagues
worldwide

70+

offices in
45 countries

36

years of partnership
since our founding in 1990

52.9%

of our colleagues
are women

39.7%

of our consultant roles are held
by women, ahead of the global
mid-market figure of 32.9%

30%

of the executives we
place are diverse hires



A diverse hire is an appointment that brings a leadership team representation it did not have before, whether that is race, ethnicity, socioeconomic background, neurodiversity, or gender.

OUR GROWING FIRM

11 new offices

since our last report: Denver, Huntsville, Kuala Lumpur, Lima, Montreal, Zurich, São Paulo, Buenos Aires, Montevideo, Vilnius, and Dublin

Progress Against Our 2023 Commitments

Our 2023 report closed with six areas we undertook to improve.
We are delighted to report progress on every one of them.

#	Our 2023 commitment	Status	What we did
1	Advancing gender parity in leadership roles	Advanced	Women hold 39.7% of our consultant roles, ahead of the 32.9% of senior management roles held by women in mid-market businesses worldwide, and 52.9% of our colleagues overall are women. The final chapter renews this commitment for the year ahead.
2	Enhancing overall diversity representation	Advanced	Thirty percent of our global placements are diverse hires. We are members of the 30% Club in five countries, signatories to the AESC pledge on diverse talent and inclusive cultures, and the only executive search firm to have joined the White House Equal Pay Pledge.
3	Expanding sustainability measures across offices	Advanced	Kuala Lumpur now matches 100% of its electricity with on-site solar generation, Brussels has funded more than 31,000 trees, Belgrade holds ESG certification, and Sydney occupies premises certified to 6 Star Green Star Performance and Platinum WELL standards.
4	Increasing transparency and accountability	Advanced	We published this second report, returned to each of the six areas we named in 2023, and shared our progress on every one. We will continue to share our progress.
5	Fostering a culture of inclusion	Advanced	Every colleague commits to the Golden Book, our shared code of values and conduct. Every new colleague is paired with a mentor for twelve months, and our Learning Management System is now in use across the whole firm.
6	Setting new benchmarks for progress	Advanced	For the first time, we measured ourselves against an external benchmark, the Grant Thornton Women in Business global study, and we close this report the way we closed the last one, with six new goals for the year ahead.

How We Work

We Believe in Unlimited Support

We believe one of the key responsibilities we owe our colleagues is to support them in achieving their goals. The relationship between colleague and firm should be mutually beneficial: the colleague helps the firm reach its objectives, and the firm in turn helps the colleague reach theirs. Our Mentoring and Professional Development Program, run by our People Excellence Team, puts that belief into practice by pairing every new colleague with a mentor for twelve months, often across offices and time zones. Mentors work to the International Coach Federation core competencies, which cover ethical practice, active listening, trust and safety, and facilitating growth, and our Mentor Toolkit guides each pairing through a twelve-session journey, from expectations and working styles through business development and cross-office collaboration to a closing session that measures the year against the hopes set at its start.

We Provide Upskilling Opportunities

Support during a colleague's first year is only the start, so learning continues well beyond it. Our Learning Management System, announced in our 2023 report, is now in use across the whole firm. It lets colleagues build skills at their own pace and against their own goals, because everyone is different, and the best development is personalized and flexible.

We Are Serious About Work-Life Balance and Mental Health

Development means little without wellbeing, and we protect both. We adhere to the philosophy that people should work to live, not live to work. We provide ample annual leave, sick leave, and parental leave, and we recognize the importance of balance and rest. Mindful of burnout and stress, we step in when we notice a colleague becoming overburdened. Our desire is for our people to thrive in their careers and as individuals.

We Cultivate a Culture of Inclusion and Belonging

All of this rests on a culture where everyone feels welcome. Stanton Chase is a welcoming environment for everyone, whatever their background, race, religion, language, socioeconomic status, neurodiversity, additional support needs, gender identity, or sexual orientation. Every colleague commits to the Golden Book, our shared code of values and conduct, which protects that welcome everywhere we operate, and our offices create opportunities for diverse voices to influence change.



Our Leadership

Board of Directors

The Board of Directors is an essential driving force behind the firm's governance and direction. As a global authority on leadership, we take pride in having exceptional leaders on our own Board, renowned for their expertise in their fields. Çağrı Alkaya was elected Global Chair in January 2025, succeeding Kristof Reynvoet, whom we thank warmly for his years of service.



Çağrı Alkaya

Global Chair of the Board
Managing Partner, Stanton Chase London

Çağrı has worked in executive search since 1999. He co-founded a boutique leadership consulting firm in 2002, which joined Stanton Chase in 2006, and he specializes in board, CFO, and transformational C-suite appointments. Elected Global Chair in January 2025, he leads the Board that sets the direction of the firm.



Bernardita Mena Aldunate

Global Vice Chair, People Excellence
Managing Director, Stanton Chase Santiago
Regional Vice President, LATAM

Bernardita joined the firm in 2017 after a corporate career leading organizational development across Latin America. First elected to the Board in 2023, she holds the People Excellence portfolio, which covers how the firm attracts, develops, and retains its own colleagues.



Panos Manolopoulos

Global Vice Chair, Regions
Managing Partner, Stanton Chase Dubai and Greater China

Panos has spent more than two decades with Stanton Chase in regional and practice leadership roles, including Vice Chair of Business Excellence and Regional Vice President for EMEA. He took on the Regions portfolio in January 2026, with Board responsibility for coordination across our worldwide office network.



Ken Nimitz

Global Vice Chair, Finance
Managing Partner, Stanton Chase Nashville

Before executive search, Ken spent twenty-five years across Fortune 500 companies and start-ups, beginning as an offshore engineer at Schlumberger. On the Board, he holds the Finance portfolio and looks after the financial governance of the partnership.



Tom Christensen

Global Vice Chair, Commercial
Managing Partner, Stanton Chase Oslo

Tom spent sixteen years in the consumer products and services industry, including nine at PepsiCo, before entering executive search in 2001. He was a founding partner of Stanton Chase Oslo in 2007. On the Board, he looks after the firm's commercial development and its work with clients across the practice groups.

DID YOU KNOW?

Stanton Chase was founded in 1990 by partners who already owned executive search firms in Amsterdam, Los Angeles, Baltimore, and London. The firm was international on the day it started.

1990

Our Leadership

Governance Committee

Stanton Chase prides itself on board independence and transparent corporate governance, and it is our Governance Committee's responsibility to ensure both. In addition to reporting to shareholders, the Committee identifies individuals qualified to be Global 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, Baltimore
and Washington, D.C.

Mickey has worked across the industrial, professional services, and consumer products sectors for global clients, and he served the maximum of three consecutive two-year terms as Global Chair of Stanton Chase. He now chairs the Governance Committee, with oversight of the firm's corporate governance, its voting, and its Board elections.



Fiona Lavan

Member, Governance Committee
Managing Partner, Sydney
Global Subsector Leader, Agribusiness

Fiona has been in executive search since 1988 and became an equity partner of the firm in 1998. She served on the Global Board from 2011 to 2014 and again from 2019 to 2021, and she leads the firm's agribusiness practice worldwide.



Ana Cristina Botero

Member, Governance Committee
Managing Director, Bogotá

Ana Cristina has spent more than three decades in executive search, and she built the firm's Colombian practice into one of its largest in Latin America. She led our consumer products work across the region for more than ten years, and in 2025 she welcomed colleagues from around the world to Cartagena as host of our Global Partners Meeting.



Tom Goorman

Member, Governance Committee
Managing Partner, Brussels
Global Leader for Marketing and Sales

Tom has more than twenty years in executive search across the technology, industrial, telecommunications, and professional services sectors. He founded his own search firm before joining Stanton Chase in 2010, was elected to the Board of Directors in 2014, and later served as Vice Chair over the firm's practice groups.



Jozef Papp

Member, Governance Committee
Managing Partner, Prague

Jozef has been in executive search since 1998, having come to it from the management consulting division of Deloitte. His search work centers on the technology and industrial sectors, he has been a certified coach since 2009, and he is fluent in Slovak, Hungarian, Czech, and English.

Our Leadership

Our Governance Spans the World

Ten people sit on our Board and our Governance Committee. They live in nine countries across all four of our regions, and they lead offices from Santiago to Prague, and from Sydney to Oslo. Board seats at Stanton Chase are elected by shareholders spread across 45 countries, which is why the governance of the firm looks like the firm itself. We would not have it any other way.

10

leaders in the
firm's governance

9

countries
of residence

4

regions, North America,
EMEA, APAC, LATAM

Board



Çağrı Alkaya
United Kingdom



Bernardita Mena Aldunate
Chile



Panos Manolopoulos
United Arab Emirates



Ken Nimitz
United States



Tom Christensen
Norway

Governance Committee



Mickey Matthews
United States



Fiona Lavan
Australia



Ana Cristina Botero
Colombia



Tom Goorman
Belgium



Jozef Papp
Czech Republic



How We Govern Ourselves

Everyone who works at Stanton Chase commits to the same document before they do anything else. This chapter describes the Golden Book, the policies that protect our people and their information, and the research that keeps our advice sharp.

How We Govern Ourselves

The Golden Book and Our Code of Conduct

Stanton Chase began as a partnership founded on collaboration, friendship, and trust, and the Golden Book turns those words into obligations. Every consultant, researcher, and member of our administrative, financial, and support staff reads and commits to it on joining the firm, undertaking to act with integrity, veracity, and objectivity, and to put principle before expediency.

Much of the Code is about how we treat each other. It asks every member to promote respect and cooperation among colleagues, and our partners work to a mantra of Give 2 Get, on the understanding that whatever a colleague gives the firm comes back to them multiplied. The Code is just as clear about candidates. We take no fees from them, we send no CV to a client without the candidate's consent, and we present nobody a consultant has not met and evaluated. Every candidate is owed professionalism, quality standards, and confidentiality.

ESG and Sustainability in the Code

Our ESG and sustainability principles are written into the Golden Book rather than held in a separate policy. The Code asks the firm to serve the planet and our communities and to prioritize inclusion and belonging. It encourages remote working and reduced travel wherever possible, paperless processes, and careful recycling and waste management, and it commits us to a zero-tolerance policy on bribery, fraud, and corporate malpractice. It also encourages us to help clients find leaders devoted to sustainability and inclusion, and to offer pro bono searches to worthy organizations worldwide.

Harassment and Non-Discrimination

Our harassment and non-discrimination policy prohibits harassment and discrimination on the basis of race, sex including pregnancy, color, sexual orientation, gender identity, religious creed and observance, national origin, ancestry, age, marital status, genetic information, medical condition, mental disability, and physical disability, as well as any other characteristic protected under applicable law. It applies to hiring, training, promotion, discipline, compensation, benefits, and termination, so that the welcome we describe in this report is protected everywhere we operate.

EMPLOYEE SPOTLIGHT



Meet Jean-Christophe Puget

Managing Director, Paris and Lyon

Jean-Christophe has advised international corporations, mid-market companies, and globally active smaller businesses for more than twenty-five years, having come to search in 2000 after five years in financial auditing. He leads our French offices, and the standard described above is the one he is known for: an equal commitment to the people he places and the organizations he places them in.

How We Govern Ourselves

Data Security and Data Privacy

Executive search runs on confidential information, about candidates who may not yet have told their employer they are talking to us, and about clients whose leadership plans are private. Protecting that information is a condition of doing the work at all. Our information security controls govern access to, retention of, and transmission of candidate and client data, our consultants are bound by the reserve the Code of Conduct requires, and our Privacy Policy sets out how information is collected, used, retained, and disclosed, together with the rights individuals hold over their own data.

We Do Our Own Research

Good governance also means keeping our advice current. In 2026 we launched our Executive Survey Panel, a quarterly poll of C-suite executives and board members across our global network, so that the guidance we give clients rests on evidence we gathered ourselves. The panel's first report, [AI in the C-Suite: Insights from 214 Global Executives](#), drew on 214 executives across nine industries and four regions, and its findings have already flowed into sector research for technology, industrial, consumer products, and life sciences leaders. Every study we run makes our counsel to boards a little sharper.

We Help Govern Our Profession

Our commitment to good governance reaches beyond our own house. Pilar Brogeras, Managing Director in Mexico City and our Global Functional Leader for Startups and Scale-ups, currently serves on the AESC Board of Directors, and Sripad K N Rao of Bengaluru serves on the AESC Asia Pacific Council. Colleagues including Petra Gerstner-Eilers in Frankfurt, Tom Christensen in Oslo, Wassim Karkabi in Dubai, and Cathy Logue in Toronto have held AESC council and board seats before them. The AESC sets the ethical standards our own Code of Conduct is built to meet, and a firm that wants the profession governed well should help govern it.



EMPLOYEE SPOTLIGHT



Meet Pilar Brogeras

Managing Director, Mexico City
Global Functional Leader, Startups and Scale-ups

The AESC honored Pilar with its Future of the Profession Award in 2017. A graduate of the Santander W50 program preparing women for board service, she has helped develop the firm's global processes and marketing over many years, and her clients know her for an enthusiasm that never runs out.

Our Perspective: What Progress Is For



Dear readers,

Every leadership team we work with asks the same question. How much of what we do can be automated, and what happens to the people who do it now?

It is the right question. The one that follows it usually is not. Teams ask how much they can reduce. The better question is what becomes valuable once the routine is handled.

Automation and augmentation are not the same strategy, and they do not lead to the same place. Automation replaces a task. Augmentation raises what a person, freed from that task, is able to contribute. Every organization we advise is choosing between the two right now. Few name the choice out loud. The consequences surface later, in retention, and in whether a firm still has people able to lead once conditions outrun whatever the model was trained to expect.

We believe augmentation is the more responsible path. It is also the more commercially sound one. Markets reward contribution. They pay for the judgment call that avoided a costly mistake, or for the relationship that held a deal together in the week it looked certain to collapse. As systems absorb routine work, what is left of human judgment concentrates. The people who exercise it well become more valuable, not less.

That has a consequence leaders do not always want to hear. Strip out the friction of ordinary tasks without reinvesting in the judgment and development of the people who remain, and you do not get a leaner organization. You get a hollowed-out one, efficient

for a while and then unable to produce the leadership it will need later.

We see this in our own house. Technology has made us quicker at research, market mapping, sourcing, and administration. We use it, and we should. But working out who a person truly is, how they hold up under pressure, who ends up trusting them, and whether they suit a mandate that does not yet exist on any org chart, remains a human assessment. We believe it will stay one. We are not defending a role. The data does not capture the things that decide it. A firm that hands that decision to a model makes a bet it does not know it is making.

The point reaches past HR. Organizations and economies that endure are the ones where reward stays connected to contribution, where the people who create value also capture some of it, and are moved to keep creating more. Detach the two for long enough, in either direction, and you do not get a more humane system, only a duller one. People have less reason to grow or to build the capabilities that made them hard to replace.

None of this argues against technology or growth. We are not a nostalgic firm. The argument is for being deliberate about what the technology is for, using it to raise the ceiling on what people can contribute rather than to lower the floor on how many people you need. That is the case we make with every client and in every search, and the case we make in this report.

Yours sincerely,

Çağrı Alkaya
Global Chair of the Board



Our Approach to AI

Artificial intelligence has changed how search firms research markets and identify talent, and we use it thoughtfully. AI supports our consultants with research, market mapping, sourcing, and administrative tasks, and it takes no part in any decision about a person. Nobody is evaluated, ranked, or selected by a machine, every AI-assisted output is reviewed against trusted sources before it informs our advice, and an experienced consultant remains accountable for every recommendation we make. We work only through enterprise platforms that meet our security and data protection standards, we never use client or candidate information to train public AI models, and clients who would rather certain tools were not used can simply say so. You can read [our approach to AI](#) in full on our website.



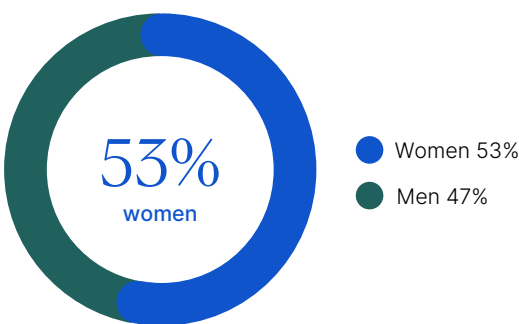
Diversity at Stanton Chase

Diversity and inclusivity are core values at Stanton Chase. We know that diverse teams lead to better outcomes, and we mirror that commitment inside our own walls.

Diversity at Stanton Chase

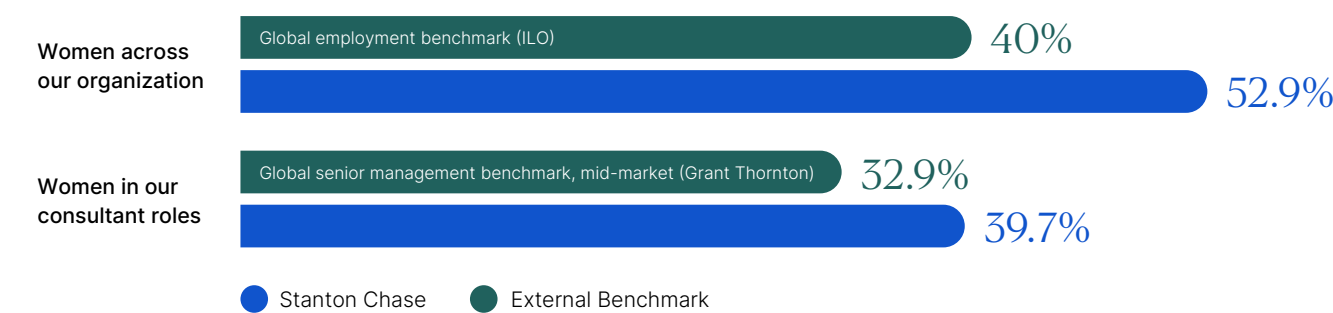
We Have a Female Majority Workforce

Women make up 52.9% of our colleagues worldwide, across our consultants, researchers, advisors, and support teams. A majority female professional services firm is a wonderful and uncommon thing, and we do not take it for granted.



We Lead the Market We Recruit Into

A firm that advises boards on leadership should be willing to be measured by an outside yardstick, and we are happy to be, so we compare each of our numbers with its true counterpart. For our consultant roles, the benchmark comes from the [Grant Thornton Women in Business 2026](#) study, which surveyed senior leaders in mid-market businesses across 35 countries and found that women hold 32.9% of senior management roles worldwide. Women hold 39.7% of our consultant roles, comfortably ahead of that figure. For our organization as a whole, the fairer comparison is the workforce itself: women make up 40% of total employment worldwide, an International Labor Organization figure cited in Deloitte’s [Women @ Work 2025](#) study, and 52.9% of Stanton Chase. On both measures, we sit well ahead of the market.



Sources: Grant Thornton, Women in Business 2026 (senior management roles in mid-market businesses across 35 countries); International Labor Organization figure cited in Deloitte, Women @ Work 2025: A Global Outlook.



Diversity at Stanton Chase

What We Ask of Clients, We Ask of Ourselves

Our public commitments hold us to the same standards we recommend. We advocate a minimum of 30% female representation on boards, and we stand behind that as members of the 30% Club in Australia, Canada, Chile, the United Kingdom, and the United States. We have signed the AESC pledge on the power of diverse talent and inclusive cultures, and in 2016 we became the only executive search firm to join the White House Equal Pay Pledge in the United States. Stanton Chase London has joined Progress Together, the United Kingdom body working on socioeconomic inclusion in financial services, and in 2025 Stanton Chase Washington, D.C. was named Corporate of the Year by the Washington, D.C. chapter of the National Black MBA Association.

“I became a founding ambassador of the 30% Club in Canada because boards make better decisions when more perspectives sit at the table. Watching that campaign’s threshold become the expectation, in boardroom after boardroom, has been one of the great joys of my career.”

Cathy Logue

Managing Director, Toronto,
and Global Functional Leader,
CFO and Financial Executives



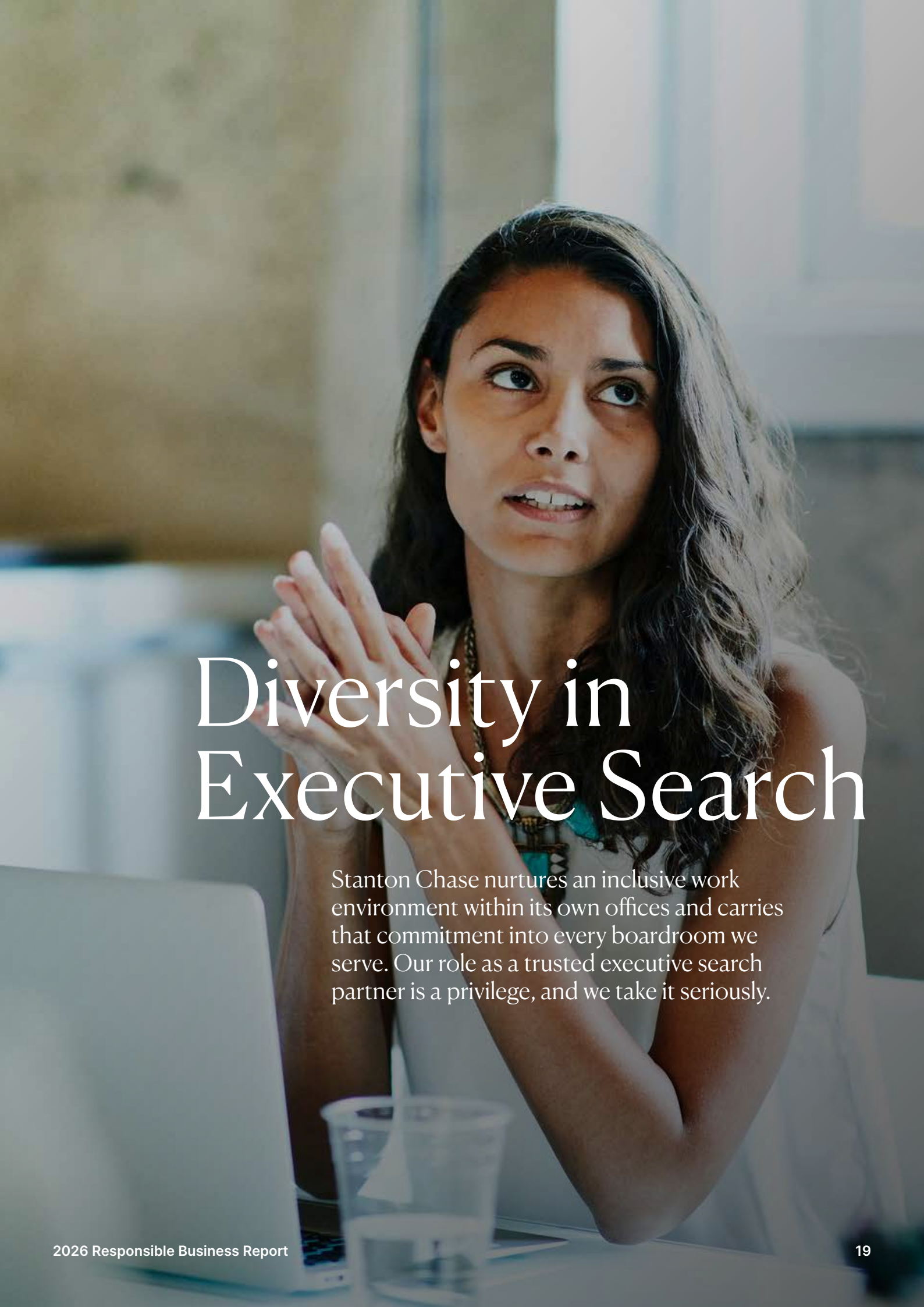
EMPLOYEE SPOTLIGHT



Meet Cathy Logue

Managing Director, Toronto · Global Functional Leader, CFO and Financial Executives

Cathy is the founding Managing Director of our Toronto office and leads the firm’s CFO and Financial Executives function worldwide. A Chartered Accountant who trained with Ernst & Young, she has been named to the WXN Top 100 Most Powerful Women in Canada, has served on the AESC Global Board of Directors, and is a founding ambassador of the 30% Club Canada, the very campaign whose standard we advocate to clients.



Diversity in Executive Search

Stanton Chase nurtures an inclusive work environment within its own offices and carries that commitment into every boardroom we serve. Our role as a trusted executive search partner is a privilege, and we take it seriously.

Diversity in Executive Search

We Advocate for Women in Leadership

Promoting women into senior leadership is built into how we search. We look beyond the networks a client already knows, because that is where many of the women qualified for these roles are working, and we put them in front of clients on the same evidence as every other candidate. Clients ask us what gender diversity at the top is worth. We answer with evidence from their own sector, and every appointment that follows opens a door a little wider.

We Take a Multidimensional Approach

Thirty percent of the executives we place are diverse hires. We count an appointment that way when it brings a leadership team representation it did not have before, whether that is race, ethnicity, socioeconomic background, neurodiversity, or gender.

The way we run our searches protects that breadth at every step. We source candidates from beyond the familiar networks, reaching overlooked and underrepresented groups, so every longlist starts wide. We then interview each candidate in the same way, against the same criteria, and we offer clients the option to anonymize personal information so that early decisions rest on capability alone.

We Assess Inclusive Leadership in Every Search

[Research from Hogan Assessments](#) identifies two behaviors at the core of inclusive leadership: the ability to draw on the full range of thinking within a diverse team, and a consistent care for the people in it. Our structured assessment framework evaluates these capabilities alongside cultural awareness, interpersonal effectiveness, and emotional stability in every executive search we conduct, rather than as a separate diversity exercise.



CASE STUDY

From Algorithm to Asset: A FinTech Managing Director for India

A Wall Street-backed fintech innovator asked us to find a Managing Director for India to lead its Mumbai and Noida operations, a leader for more than five hundred people across engineering, data operations, and support functions. The client wanted a collaborative, values-driven leader who could bridge local and global teams.

Our team of Greg Selker, Chandan Radhakrishna, Sripad K N Rao, and Ashwini Prakash researched the fintech ecosystem with care and presented a balanced slate with fifty percent gender diversity, weighing technical expertise and transformational leadership qualities in equal measure.

The appointed executive, a board member and champion of diversity and inclusion, was a perfect match for the client's values. Within six months, the new Managing Director had streamlined collaboration across functions and introduced talent development programs that reduced attrition by twenty percent.

“Every time a client appoints a leader from a background their boardroom has never seen before, something changes in that company. People look up and recognize themselves, and possibility becomes visible. Those moments are why I do this work.”



Valeria Cox
Advisory Partner, Santiago,
and Inclusive Leadership and
Culture Regional Leader, LATAM

The People Who Lead This Work

Inclusive Leadership and Culture has a global leader, Eleri Dodsworth, whose letter opens this report, and regional leaders on every continent where we operate.



Eleri Dodsworth

Partner, London
Global Leader, Inclusive Leadership and Culture
Regional Leader, EMEA

Eleri has worked in global executive search since 1999, placing C-suite leaders, divisional directors, and non-executive directors across listed, private equity, family, and not-for-profit organizations. She represents Stanton Chase on the AESC Diversity Leadership Council for Europe and Africa, and she is a founding member of the Institute of Neurodiversity and an active advocate for social mobility and racial equality in employment.



Valeria Cox

Advisory Partner, Santiago
Regional Leader, LATAM

Valeria is a marketing executive with more than twenty years across industries, and she has concentrated on diversity and inclusion for the past twelve. She has particular experience of gender diversity on boards and in top management, and she sits on the board of Fundación Más, which promotes the value and inclusion of senior adults in Chilean society.



Victor Filamor

Partner, Greater China
Regional Leader, APAC

Victor spent twenty-five years in regional and business unit roles with Fortune 500 companies and Asian multinationals before executive search, and he has placed senior leaders across Greater China, Southeast Asia, Korea, and Japan for more than fifteen years. A certified professional coach, he was an Asia Pacific nominee for the AESC Award of Excellence in 2020.



Iris Drayton-Spann

Managing Director,
Washington, D.C.
Regional Leader, North America

Iris places executives across corporate, nonprofit, and public media organizations, with a particular focus on human resources and board appointments. Before joining Stanton Chase, she was Vice President of Human Resources and Chief Diversity Officer at WETA-TV.



Read the Policy

The commitments in this chapter are governed by our [Global Diversity, Equity, and Inclusion Policy](#), which covers candidate pipelines, assessment, and our own hiring. You can also read how we assess [inclusive leadership capability](#) in every executive search we conduct.

EMPLOYEE SPOTLIGHT



Meet Iris Drayton-Spann

Managing Director, Washington, D.C.
Inclusive Leadership and Culture Regional Leader, North America

A Certified Diversity Executive named to Mogul's Top 100 DEI Leaders, Iris chairs New Endeavors by Women and belongs to the National Association for Multi-ethnicity in Communications. She led the work behind the office's recognition as Corporate of the Year from the Washington, D.C. chapter of the National Black MBA Association.

Our Inclusive Leadership and Culture Publications

Knowledge empowers action, so we share ours generously. Here is some of what we published on inclusive leadership over the past year.

White Papers



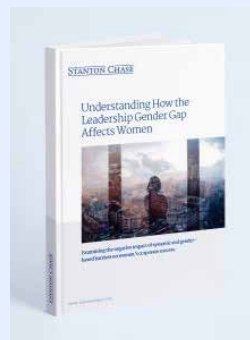
[What 132 Women Executives Told Us About Reaching the C-Suite](#)

Senior women executives from across our 45 countries share the advice and honest lessons that carried them to the top, gathered through our International Women's Day campaign.



[The Changing Role of Masculinity and Its Impact on Leadership](#)

Eleri Dodsworth on the stereotypes still attached to male leaders, and what changes when senior men parent and care out loud.



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

A white paper on the succession of obstacles women meet on the route to executive and board leadership, and what employers can do about each of them.

Articles



[Stop Mentoring People. Start Sponsoring Them.](#)

Why the leaders who advance others put their own names on the line, and how sponsorship changes careers.



[How Boards Can Set the Tone for Inclusive Leadership](#)

An interview with Veronika Utami, Managing Director of Dutch Lady Malaysia, on inclusion that starts at the top.



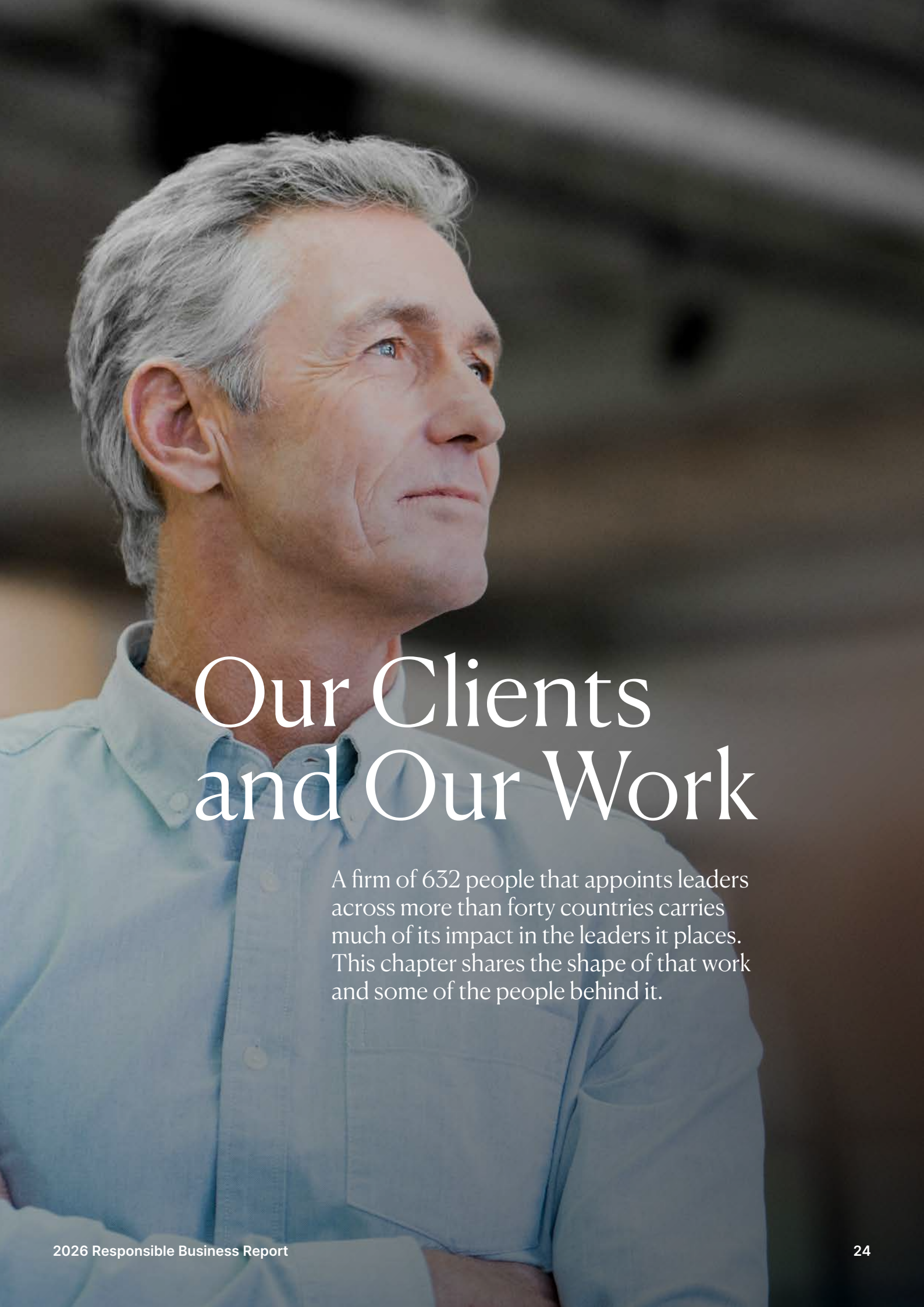
[Beyond Inspiring Inclusion: Strategies to Close the Gender Gap in Executive and Board Leadership](#)

Valeria Cox on moving past rhetoric toward measurable gender parity in the C-suite and the boardroom.



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

How socioeconomic background intersects with other characteristics in financial services hiring, and why the sector keeps drawing from the same narrow pool.



Our Clients and Our Work

A firm of 632 people that appoints leaders across more than forty countries carries much of its impact in the leaders it places. This chapter shares the shape of that work and some of the people behind it.

New Faces, New Places

Eleven offices have opened since our last report, each led by people with decades in their markets. Here are some of the colleagues who arrived with them.

**Linda Roberts Power**

Partner, Dublin, Ireland ·
Joined 2026

Linda leads our new Dublin office, opened in January 2026, with more than nineteen years of executive search experience across technology, finance, sales, operations, and human resources. She spent fifteen years at another leading global search firm, where she played a central role in building its Irish office, and before search she held senior HR roles at Sainsbury's and Times Newspapers.

**Audrius Šošas**

Managing Partner, Vilnius,
Lithuania · Joined 2026

Audrius leads our new Vilnius office, opened in January 2026. A qualified medical doctor and surgeon, he built his early career in the medical and pharmaceutical industries before moving into executive search in 2003, and he has placed senior talent across the Baltic region ever since. Away from work he is a professional rally co-driver with more than forty years of international experience.

**Gintarė Bėtaitė-Cibulskė**

Senior Partner, Vilnius,
Lithuania · Joined 2026

Gintarė co-founded Stanton Chase Vilnius with Audrius, bringing decades of experience placing senior leaders across the consumer, life sciences, financial services, industrial, and technology sectors in Lithuania and the wider Baltics.

**Daniel Santiago Faria**

Managing Partner, São Paulo,
Brazil · Joined 2025

Daniel joined as Stanton Chase opened in Brazil, bringing a search process that begins with a client's business goals and culture rather than a job specification, and a team with decades of combined experience in the Brazilian market.

**Daniel Iriarte**

Managing Partner, Buenos
Aires, Argentina · Joined 2026

Daniel co-led Glue Executive Search, which joined Stanton Chase in 2026 and brought the Buenos Aires and Montevideo offices with it. His office also runs interview coaching for young people mentored by the Forge Foundation.

**Beate Plückhan**

Managing Partner, Zurich,
Switzerland · Joined 2023

Beate is Global Subsector Leader for FMCG and Durable Products. She came to executive search from operating leadership, having served as Senior Vice President and Vice President for EMEA at multinational companies across the chemical, textile, and paper industries.

**Al Smith, Jr.**

Managing Partner, Huntsville,
United States · Joined 2024

Al moved to Huntsville to open the office after leading corporate talent acquisition teams at L3Harris Technologies and Louisiana-Pacific. A former professional athlete, he recruits across the aerospace, defense, industrial, and technology employers that cluster around the city.

**Alvaro Bellido**

Managing Partner, Lima, Peru ·
Joined 2024

Alvaro leads our return to Peru with Arnaldo Gotuzzo. He helped establish a multinational recruiter's Peruvian business before building its consumer goods and retail division in Mexico City. He now runs searches for clients across Peru.

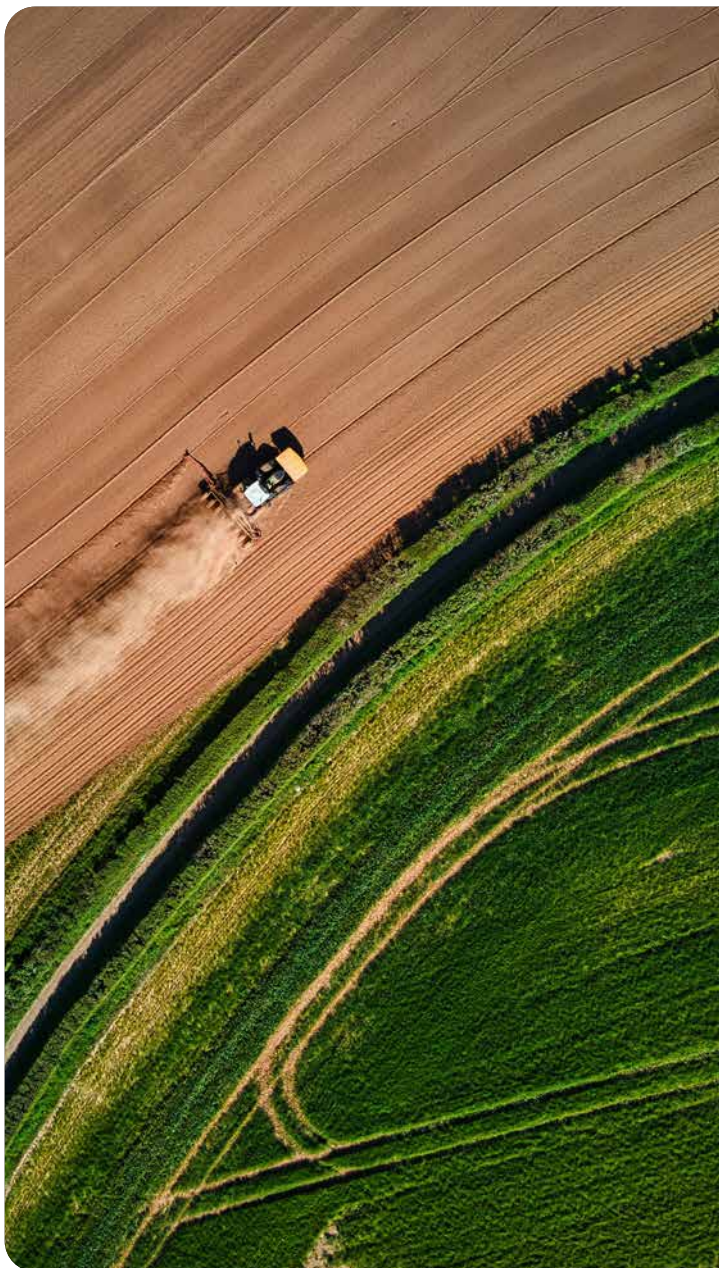
**Paul Theriault**

Managing Partner, Montreal,
Canada · Joined 2024

Paul co-founded the Montreal search boutique that became our office here, and he brought his fellow founding partner Michael Lavoie and five senior consultants with him. He has spent fifteen years on complex searches, and he takes part in our global practice groups for consumer products and supply chain.

Client Stories

Behind our growth are individual assignments done with care. Here are two of them.



CASE STUDY

Bound for Growth: Building Bridon USA's Commercial Leadership Team

Bridon USA, a subsidiary of the global agricultural manufacturer Tama Group, was preparing for growth in the United States. It needed a Business Development Manager to lead its commercial expansion and an HR Manager to build its people infrastructure, and its headquarters in Dubuque, Iowa, offered a limited local talent pool for both.

Finley Konrade and our United States team mapped the market inside agricultural industry associations, focusing on commercial leaders who already held relationships with Bridon's customer base, and on HR professionals with long-established roots in the Dubuque market.

Both leaders remain with the company more than four years later, and the Business Development Manager, Michael Schon, has since been promoted to Vice President of Sales and Marketing. Bridon has returned to us for three further searches, and the five placements, completed in an average of two and a half months each, now form the commercial and people leadership team supporting the company's continued growth.

DID YOU KNOW?

In 2024 Stanton Chase became the first executive search firm in the world to trademark its search methodology. Search+® was registered with the United States Patent and Trademark Office in October 2024.

Search+®

Client Stories



CASE STUDY

Widening the Brief: A Technology-Focused Board Director for Eurobank

Eurobank S.A., a Greek systemic bank with operations in Greece and abroad, reviewed its Board's composition and asked Stanton Chase Athens to find a new non-executive director who could add expertise in technology and digital transformation. The brief combined criteria that few European directors meet: C-level technology leadership, experience in banking or financial services, board experience in a large and complex organization, and clear alignment with the Board's diversity objectives.

Working in open dialogue with the bank's Nomination and Corporate Governance Committee, Antigone Kypreou and our Athens team broadened the search to include senior leaders with large-scale technology transformation experience from adjacent sectors, while keeping every step consistent with the Board's suitability requirements, governance priorities, and regulatory expectations.

The new non-executive director was appointed in March 2026, adding international perspective, deepening the Board's technology expertise, and supporting its diversity objectives. The bank praised the close collaboration throughout, and the director is already contributing at Board level.

EMPLOYEE SPOTLIGHT



Meet Antigone Kypreou

Senior Consultant, Athens

Antigone joined the Athens team as its administrative anchor, looking after corporate projects, reporting, marketing, CSR activities, and GDPR compliance, before growing into board advisory work. She trained in corporate governance frameworks at the National and Kapodistrian University of Athens, and she co-led the Eurobank board search told in this chapter.

Spotlight

Behind the numbers in this chapter are consultants whose knowledge of their markets runs decades long. Here are four of them.



Jan-Bart Smits

Managing Partner, Amsterdam
Joined Stanton Chase in 2009

Jan-Bart previously served as Stanton Chase's Global Chair, and he now leads the firm's technology sector work worldwide as Global Sector Leader for Technology and Global Subsector Leader for Semiconductors. He writes regularly on leadership in the semiconductor industry for publications including SEMI.



Nikos Vasilikiotis

Managing Director, Athens
Joined Stanton Chase in 2010

Nikos became Managing Director of our Athens office in 2025, after fifteen years with the firm. He leads client engagements in Greece and Cyprus, advising owners and boards in the industrial and energy sectors. Much of his search work is with shipping and maritime organizations, an industry for which Athens remains one of the world's decision-making centers.



Simpson Nondo

Managing Director, Johannesburg
Joined Stanton Chase in 2006

Simpson co-founded Stanton Chase Johannesburg in 2006 and has run it ever since. He works across the Pan-African market on board-level and executive appointments, and he writes on why boards planning continental expansion need local African offices rather than a distant desk.



Miloš Tucaković

Managing Partner, Belgrade
Joined Stanton Chase in 2005

Miloš is Global Sector Leader for Consumer Products and Services. He began his career as a sports journalist in 1985, moved into hospitality with Hyatt, and taught management for sixteen years in Belgrade before finding his home in executive search.



Environmental Sustainability

We source and place leaders equipped to direct sustainability initiatives within client companies, and we practice what we recommend inside our own offices.

We Place Sustainability Leaders

In our work with clients, we stress the importance of ESG and sustainability roles in modern corporate structures and the value of leaders who carry sustainability into their decisions. We weigh that quality in every executive evaluation we conduct, because a chief executive or chief financial officer who thinks this way makes choices that outlast any single search.

Our Offices Lead by Example

The same standard applies at home. The Golden Book encourages every office toward sustainable premises, paperless processes, and minimal travel, and our offices take that up in their own ways. Kuala Lumpur helped fund a solar power system that now matches 100% of the office's electricity use, with solar-heated hot water and an expected payback within three to four years. Brussels plants one hundred trees for every completed search and has funded more than 31,000 since 2012, supporting reforestation in the Khasi Hills in India, in Burkina Faso, and in Madagascar.

Certifications tell the same story. Our Sydney office sits in buildings owned by the Lendlease International Towers Sydney Trust, recognized as the most sustainable office fund in Australia and the world, and our Sydney and Perth teams chose their premises for credentials like these, including 6 Star Green Star Performance ratings and top tier NABERS ratings. Belgrade holds ESG certification from PCC Cert Balkan. Amsterdam has run paperless for years, sorts its waste, and avoids unnecessary plastic and packaging, and offices across the network use FSC certified paper where paper is unavoidable.

“We chose our Sydney and Perth premises on their credentials, including the 6 Star Green Star Performance and top tier NABERS ratings.”

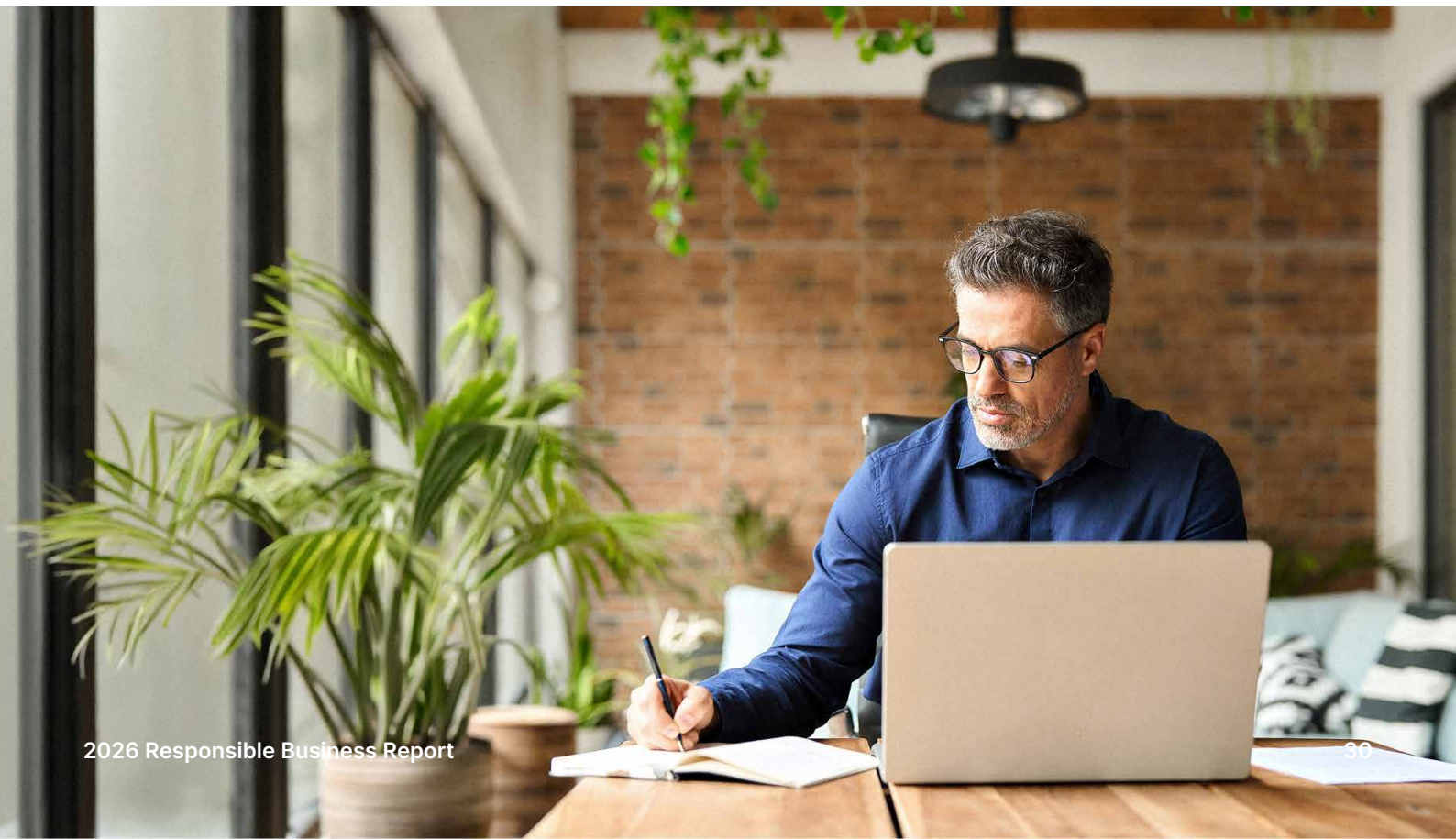
Fiona Lavan

Managing Partner,
Stanton Chase Sydney and Perth

“We have run paperless in Amsterdam for years. We sort our waste, and we avoid plastic and packaging we do not need.”

Jan-Bart Smits

Managing Partner,
Stanton Chase Amsterdam





“We believe sustainability belongs inside the work itself, in how our offices run and in the leaders we help our clients choose. Getting those choices right is one of the most useful things we can do, because a leader who carries sustainability into their decisions shapes an organization long after our work is done.”

Christian Ehl
Global Functional Leader,
Sustainability and ESG

Our Sustainability and ESG Advisory Boards

Our Advisory Boards counsel the firm and our clients. Their members run sustainability inside operating companies, so their advice comes from practice rather than theory. They contribute to client discussions, white papers, and communications, and they appear as panelists at the ESG meetings and conferences we host. Christian Ehl, our Global Functional Leader for Sustainability and ESG, convenes both. The EMEA board, established at the beginning of 2023, brings together Dr Dieter Vollkommer, Vice President

Sustainability at Siemens Energy; Tina Mavraki, non-executive board director and advisor; Ernesto Barceló, ESG Corporate Director at Gestamp; and Yvonne Gillet, Group Vice President Sustainability at Syntegon. In the Americas, we are counseled by Petri Salopera, Founder, Chairman, and Executive Director of East Egg Expeditions Oy; RoseAnne Franco, Advisory Board Member at Teal Corporation; and Scott Childress, Chief Sustainability Officer at UPS. We are grateful for all of them.

EMPLOYEE SPOTLIGHT



Meet Ingo Schmittmann

Managing Partner, Kuala Lumpur

Ingo leads our Kuala Lumpur office, which he came to after more than twenty-five years in industry across the aviation, railway, infrastructure, communications, and engineering sectors. The solar decision described in this chapter was his. Away from work he still plays field hockey, and he won a silver medal with the German National Veterans Team at the 2018 World Cup in Barcelona.

Our ESG and Sustainability Publications

Our research reaches boardrooms far beyond our client list, and we like it that way. Here is a selection of what we published during the reporting period.

White Papers



[When Sustainability Becomes Strategy](#)

Christian Ehl and Dr Alexis Katechakis on materiality, silos, and the role of middle management.



[How Sustainability and ESG Initiatives Impact Corporate Culture](#)

A conversation with Dr Christoph Jaekel of BASF and board director Dorthe Scherling Nielsen.



[Profit Despite Politics: How Sustainability Continues to Benefit Businesses in 2025](#)

What sustainability programs returned to companies in cost savings, pricing, talent, and access to major contracts, even as the politics turned against them.

Articles



[Should We Really Be Pulling Back on Sustainability Now?](#)

On greenhushing, internal resistance, and the cost of caution while other economies invest.



[How Can Organizations Best Establish Sustainability?](#)

Christian Ehl on why sustainability only holds when it reaches governance, incentives, and everyday operating decisions, with Scott Childress of UPS and Yvonne Gillet of Syntegon.



[Key Challenges to Europe's Renewable Energy Leadership](#)

Lise Kirkegaard and Christoph Trauttenberg on manufacturing, funding, supply chains, and the leadership shortage facing European cleantech.

LISTEN

Hear These Conversations in Full

Christian Ehl hosts **Sustainability Leadership Talks**, a podcast in which sustainability leaders from industry describe what has worked inside their own organizations and what has not. Scan the code to listen, in English and German.



A middle-aged man with grey hair, a beard, and glasses is smiling and looking off-camera to the right. He is wearing a dark grey suit jacket over a light blue button-down shirt. He is seated at a wooden desk with a laptop in front of him. The background is a blurred office interior with large windows and modern lighting.

CSR Initiatives

Stanton Chase is a partnership of equals, and the causes each office takes up are chosen by the people who live and work where the need is, because they understand it best.

CSR Initiatives

We Strive for Localized Contributions with Global Impact

Our CSR efforts are as varied as our offices. Each office operates in its own cultural and societal context, so our activities address local needs and lift local communities while reflecting a shared, worldwide commitment to doing good. We believe that help close to home resonates most and fosters tangible change. The list below shows a selection, and the stories that follow bring some of them to life.

Kuala Lumpur Solar system funded; 100% of office electricity matched	Brussels 100 trees for every completed search; 31,000+ trees since 2012	Sydney Two pro bono searches yearly; feeding the homeless with Sydney Cove Rotary	Belgrade ESG certification from PCC Cert Balkan
Santiago Pro bono searches each year for nonprofit organizations	Sofia Pro bono chief executive search for a cause-driven nonprofit	Amsterdam Annual pro bono search, including War Child Netherlands	Bucharest Teach for Romania: pro bono CEO search and continuing partnership
Buenos Aires Interview coaching for young people mentored by Forge Foundation	Dallas Equest Therapeutic Horsemanship: volunteering with children and veterans	Oslo Norwegian Refugee Council; mentoring through Diversify	Lisbon Food Banks Against Hunger twice yearly; one pro bono career day per month

Some of that commitment is also part of the services we offer. We run a global practice devoted to social impact, government, and education organizations, so the causes our offices support in their own time sit alongside the work we do for mission-driven clients the rest of the week.

EMPLOYEE SPOTLIGHT



Meet Jeff Perkins

Managing Director, Washington, D.C.
Global Sector Leader, Social Impact, Government, and Education

Jeff leads our Washington, D.C. office and our global social impact practice, placing chief executives and board members for nonprofit, education, and mission-driven organizations. He came to search from leadership roles at SpaceX, NPR, News Corporation, Nielsen, and Time Warner, and he serves on the Boards of Trustees of Wabash College and Education Week, giving the sector the same governance strength he helps others find.

CSR Initiatives

We Give Away Our Services

Our Code of Conduct encourages us to offer pro bono searches to worthy organizations worldwide, and our offices take that up with enthusiasm.

Office	Who we helped	What we gave
Santiago	Fundación Más, Fundación Nuestros Hijos, and Corporación La Esperanza	Several searches donated each year, for organizations working with senior adults, with children who have cancer, and with people recovering from addiction
Sydney	A small group of Australian charities the office supports	Two searches donated annually, one for a non-executive director and one for a C-suite executive
Amsterdam	International nonprofits, among them War Child Netherlands	One donated search a year
Bucharest	Teach for Romania	The donated search that found the organization its chief executive, and a partnership that continues
Sofia	Education Without Backpacks	A donated chief executive search, told in full in the case study below
Lisbon	Jobseekers in the city	One day of donated career counseling every month



CSR Initiatives



CASE STUDY: A PRO BONO SEARCH

Identifying the Next CEO for One of Bulgaria's Most Influential Education NGOs

Education Without Backpacks is a Bulgarian nonprofit that widens access to quality education through free online resources, and it built the Bulgarian version of the global Khan Academy platform. When its executive director stepped down after ten years, the Management Board and Advisory Board invited Stanton Chase Sofia to find her successor: an experienced professional who would embrace the cause and carry it forward with vision, energy, and commitment.

Our Sofia team believes that education changes destinies and that every Bulgarian child deserves the chance of a world-class education, so Darina Peneva, Managing Director, Valentina Skocheva, Associate Consultant, and Mateya Nikolova, Associate Consultant, said yes without a moment's hesitation. The team donated the search in full.

Working closely with both boards through interviews and assessments, the team presented a shortlist of well-qualified candidates, and the organization appointed a leader with an excellent reputation and a wholehearted belief in the mission. We wish them, and every learner they reach, the very best.

EMPLOYEE SPOTLIGHT



Meet Darina Peneva

Managing Director, Sofia · Joined Stanton Chase in 2006

Darina has been with the Sofia office since the day it opened, and she also leads our Human Resources practice across EMEA. She has served on the jury of the Bulgarian Association for People Management's annual HR Awards, and she led the pro bono chief executive search for Education Without Backpacks described in this chapter.

CSR Initiatives

We Believe in Hands-On Involvement

Money helps, but time changes lives, and our colleagues give plenty of it. London colleagues have volunteered for around three years as coaches at Smart Works, a charity that helps unemployed women prepare for job interviews. Each woman receives an interview outfit and one-to-one coaching that builds her confidence for the conversation ahead. London colleagues also mentor people from underrepresented groups, volunteer with BOAZ alongside adults with learning disabilities, ride charity cycle events for Halow and Saint Michael's Hospice, and support children in their communities through Scouts, grassroots football, and netball. One colleague serves as a trustee of the Whitgiftian Benevolent Society, a charity more than one hundred years old that helps members of its community through serious difficulty.

“Many of the women arrive nervous and unsure of themselves, and they leave feeling confident, supported, and uplifted. The work is humbling and rewarding.”

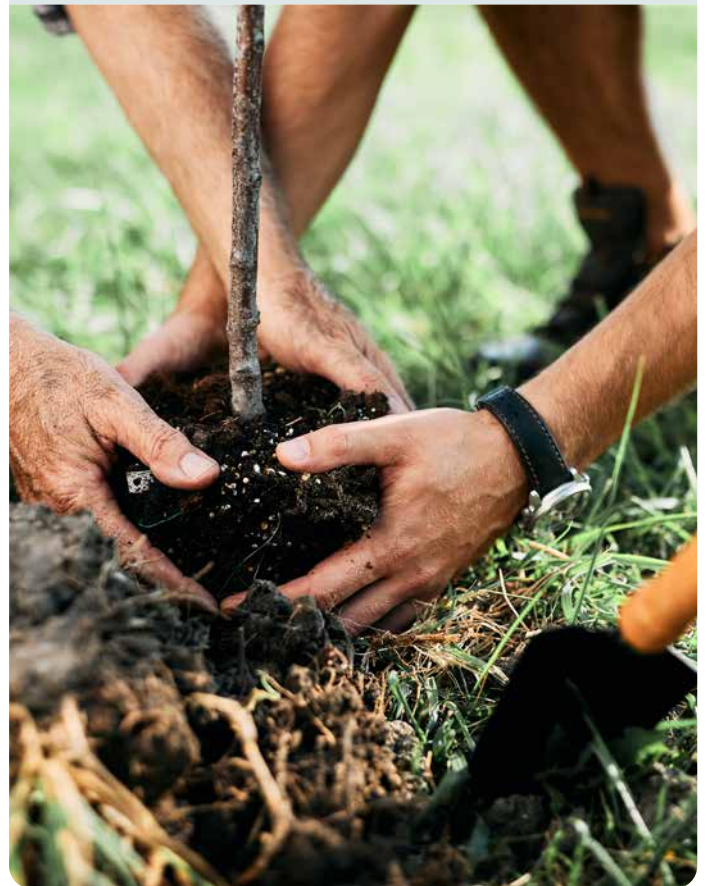
Şükran Tümay

Managing Partner, Stanton Chase London,
on the office's coaching at Smart Works

The same spirit runs through the rest of the network, in hours given as readily as money.

DID YOU KNOW?

Stanton Chase Brussels has planted one hundred trees for every search it completes since 2012.



EMPLOYEE SPOTLIGHT



Meet Finley Konrade

Managing Director, Dallas · Regional Vice President, North America

Finley is an active member of the Association for Corporate Growth and previously served on the board of The Lamplighter School and as an 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.

CSR Initiatives

Office	Cause	What we do
Sydney	School for Life	1,000 dollars donated for every search this year, funding schools in rural Uganda. Fiona Lavan travels there in September to meet her newest sponsor child, Flavia
Sydney	Sydney Cove Rotary	Fiona Lavan and Carol Lewis, with ten of their clients, feed the homeless two mornings a week at the Early Bird Café
Buenos Aires	Forge Foundation	Mock interviews and coaching for young people the Foundation mentors, and a year-end client card that raises awareness of its work
Montreal	Breakfast Club of Canada	A major partner of the Déjeuner des Grands fundraiser for more than five years
Oslo	Norwegian Refugee Council and Diversify	Office support for the Council, and mentoring by Tom Christensen through Diversify, which works on representation in Norwegian business
Dublin	Business in the Community Ireland	Mentoring for people from disadvantaged groups, many of them asylum seekers, through the Employment Programme
Boston	The Sato Project	Support for the rescue of abandoned dogs in Puerto Rico
Prague	Health Clowns	Support for the project, a partner of Red Noses International
Calgary	Habitat for Humanity Southern Alberta	20,000 dollars donated
Toronto	SheEO	5,000 dollars contributed to fund women-led ventures
Vienna	Springboard	Help bringing the youth nonprofit to life

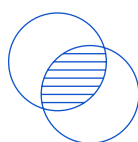
Areas We Aim to Improve in 2027

While we are proud of our progress, we know that improvement is always possible. For the year ahead, we have identified six areas where focused effort can carry us even further.



Advancing Gender Parity in Leadership Roles

Women are 52.9% of our colleagues worldwide and hold 39.7% of our consultant roles. In the year ahead, we intend to keep building pathways, internally and with clients, so that women are represented at every level of leadership.



Increasing Transparency and Accountability

We understand the link between transparency, accountability, and trust. We will keep measuring ourselves against external and internal benchmarks, returning to every commitment we publish, and communicating openly about our goals and progress.



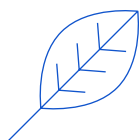
Enhancing Overall Diversity Representation

Thirty percent of the executives we place are diverse hires, meaning appointments that bring a leadership team representation it did not have before, across race, ethnicity, socioeconomic background, and neurodiversity as well as gender. Our goal is to widen that representation among the leaders we place and within our own offices.



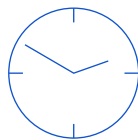
Fostering a Culture of Inclusion

Our Mentoring and Professional Development Program and our Learning Management System are in use across the firm. We intend to widen participation in both, keep inclusive leadership capability inside every executive assessment, and continue the training, workshops, and conversations that keep belonging at the forefront of our ethos.



Expanding Sustainability Measures Across Offices

Our offices have shown what local initiative can do, from solar power to reforestation. In the year ahead, we will encourage more of this across the network. Further out, we would like offices to report their environmental impact voluntarily, so that a fuller picture of the partnership becomes possible over time.



Making Time to Give Time

Our colleagues already give generously to their communities, from Sydney to Sofia. In the year ahead, we intend to make that easier by encouraging every office to set aside dedicated time for colleagues to volunteer, because the hours our people give in person are worth as much as anything we fund.

STANTON CHASE

Your Leadership Partner

stantonchase.com