

Diversity, Equity and Inclusion Report

**AN INCLUSIVE CULTURE WELCOMES
IDEAS AND PEOPLE**

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A Message From Our Executive Sponsors

At Unisys, we understand the crucial role that inclusion and diversity play in our corporate life and within society. Fostering an inclusive culture that focuses on respect, positive ideas, and equal opportunity for all people is key to innovation and growth. We have made a concerted effort to embed inclusion and diversity within the fabric of our organization, and that commitment is yielding results.

We know that a wide range of perspectives, as well as experience and knowledge at the highest levels, drives a stronger business agenda and urges conversations about inclusivity throughout our business. We hold all our leaders to the highest standards when it comes to creating a diverse, inclusive, and equitable workplace for our associates.

We are fairly new on the diversity, equity and inclusion journey but are already seeing how bringing a diverse group of people together, and empowering them to do their very best, both at home and at work, makes us a stronger, better, and more competitive company.

Katie Ebrahimi,
Chief Human Resources Officer

Eric Hutto,
President and Chief Operating Officer



“At its heart Unisys is a people company. No matter where our people are located, no matter their role, each Unisys associate is different, and those differences are our greatest strength. Building and nurturing an inclusive culture is fundamental to us as a company and a group of people. We would have it no other way. That said, achieving and maintaining real diversity and inclusion requires planning, commitment and energy. This report provides a window into some of that effort.”

~ Peter Altabef, Chair and Chief Executive Officer



**DIVERSITY, EQUITY
AND INCLUSION**

Vision: We build and nurture a better, more inclusive culture where you can always be yourself.

Our core beliefs of Curiosity, Creativity, Client-Centricity, and Integrity propel our efforts to move towards our vision.



"It all starts at the top, when associates join the organization, they look up, down, and sideways, they should see people of all types to know that we include the best of all worlds. Many suggest that this is about tolerance of others. It's much more than tolerance or even acceptance of each other. It's actually embracing our differences, realizing that our best performance comes from embracing the best talent, and that excluding any group of people means to exclude talented individuals."

~ Nathaniel A. Davis, Lead Director of Unisys Board

Diversity, Equity & Inclusion Council



Our commitment to diversity starts at the top and we are proud to have a diverse corporate board and a senior leadership team who are reflective of the communities we serve. Our board understands the importance of diversity, equity and inclusion, and demands continuous improvement. Our senior leadership team understands that it will take a diverse, passionate team to deliver this improvement and therefore sponsors a global Diversity, Equity and Inclusion (DEI) Council. The council consists of twenty representatives from across our business units and regions.

Our council includes several working groups that focus on specific aspects of diversity. The United by Diversity team concentrates on race and ethnicity matters, the Ability team on people with disabilities, and the Gender Diversity team on gender equity topics. This report tells their stories.

The council's vision is to build and nurture a better, more inclusive culture. While 85% of our associates have told us in our internal Belonging Survey that they feel like they can be themselves at work, we know that we still have work to do to improve inclusion and provide more opportunities for all associates to grow and develop.

A truly diverse workforce goes beyond incorporating associates of all ethnicities, genders, and abilities. We celebrate individuality and embrace the voices of those from different backgrounds, ages, sexual orientation, religion, languages, cultures, and family types, and we have a zero tolerance policy toward racism, sexual discrimination, or harassment of any kind.

To thrive as a company and as individuals, we provide learning opportunities to all of our associates, including providing reskilling and upskilling in emerging technologies and key strategic areas. We offer several programs aimed specifically at building critical capabilities within our talent pipeline and expanding the number of women and minorities in senior leadership roles.

We are new to the journey of diversity, equity and inclusion and have made meaningful progress in building a strong foundation for progress. We have much to hear, much to learn and much to change, yet there is much to celebrate. Leading this council is an unforgettable journey, and there's no journey I'd rather be on.

Anelia Ras, Leader of Inclusion and Engagement



*Our diverse workforce:
Associates in more than
30 countries
Age: Ranges from 18 to
more than 80*

Council Work Group: United By Diversity Team

Goal: Increasing minority representation within the U.S.; and creating opportunities for conversation and learning for minorities and their allies.

Initiatives:

- **Associate Focus Groups:** The United by Diversity team conducts associate focus groups to understand what diversity, equity, and inclusion looks like from the perspective of minority associates. During the focus groups, associates throughout the company shared their thoughts on inclusion and diversity, and discussed ways to create a more inclusive culture within Unisys. The team uses feedback gleaned from the focus groups to direct its strategic and tactical initiatives.
- **Welcome to Unisys Program:** All new minority associates in the U.S. receive a welcome email and phone call introducing them to the Diversity, Equity & Inclusion Council with an introduction and highlights of the activities of each of its working groups. To goal is to kick start their network and build a sense of community from the start.
- **Learning Series:** The United by Diversity team hosts voluntary, bimonthly sessions aimed at fostering authentic conversations around inclusion and diversity topics at Unisys.

- **Celebrations:** The team helps raise awareness and understanding of different cultures and groups within our community through regular events that are significant to minority communities, including Black History Month and Hispanic Heritage Month, throughout the year. These activities offer our associates an opportunity to engage in celebratory and educational activities that reflect our diversity.
- **Associate Interest Group:** The United by Diversity team helped launch and continues to guide the United by Diversity Associate Interest Group.



“Society will always fail when trying to place one group above or below another. We all have a uniqueness that makes each of us special, and the only way to truly succeed is by celebrating those differences and working together.”

*~ Wayman Cummings, Director,
Threat Intelligence and Incidence Response
& Diversity Champion*

Council Work Group: Gender Diversity Team

Goal: Improving gender diversity in leadership and throughout Unisys.

Initiatives:

- **Education and development:** The team coordinated with regional programs supporting gender diversity across the globe, and curated learning assets aimed at women. It has also shared information with associates on how and why they should update their Unisys business email signature to include pronouns.
- **Improving gender representation in business communications:** The team updated the Unisys Icon Library to make it more gender inclusive, and worked with the Unisys Marketing department to update marketing materials and templates to be more representative of all genders.
- **Celebrations:** The team promotes the celebration of Women’s History Month, International Women’s Day, Pride Month, International Men’s Day, and other notable dates that may be significant to gender diversity and the LGBTQ+ community.
- **Collecting data:** In recognition of the importance of measuring progress toward diversity, the team oversees participation in the Bloomberg Gender Equality Index, using the data collected for the report to help guide their efforts in improving the company’s performance on those metrics.
- **Associate Interest Groups:** The Gender Diversity team helped launch and continues to support the Women+ and the Pride Associate Interest Groups.

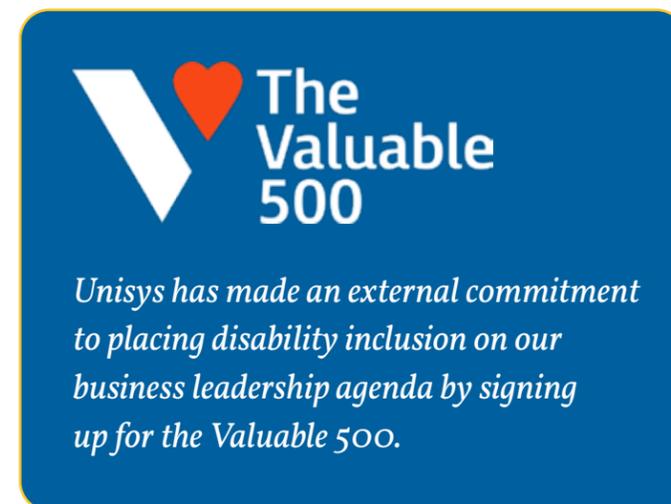
Council Work Group: Ability Team

Goal: Create a working environment that is more inclusive for people of all abilities and encourage the employment of more people with both visible and non-visible disabilities.

Initiatives:

- **Making accommodations more accessible:** In collaboration with the Human Resources department, the team improved the process through which people with disabilities can request accommodations, making it easier and more visible. Newly available accommodations include hearing aid amplifiers and closed captions on video calls.

- **Training:** The Ability team held a series of U.S. based training sessions through the Office of Vocational Rehabilitation, which educates associates on what a disability is, the difference between visible and non-visible disabilities, and how to include people with various disabilities. Globally, through the All Abilities Welcome Campaign, all associates could build awareness about disabilities.
- **Celebrations:** The team leads communications around important dates in the disability community, including Mental Health Week, Autistic Pride Day, World Suicide Prevention Day, World Alzheimer’s Day, World Sight Day, World Diabetes Day and the International Day of Persons with Disabilities.
- **Benchmarking our efforts:** To measure our progress toward creating a more inclusive culture for associates with disabilities, the team oversees Unisys’s participation in the U.S. Disability Equality Index (DEI) survey. The Disability:IN organization has named Unisys a “Best Place to Work for Disability Inclusion” after we scored 80% on its Disability Inclusion Index.
- **Associate Interest Groups:** The Ability team helped launch and continues to support Ability Innovation Groups in both the United States and Brazil.



Goal: Create a working environment that is more inclusive for people of all abilities and encourage the employment of more people with both visible and non-visible disabilities.

“I truly believe we can build a world that respects and includes all human beings and provides access to all they need: good food, good education, opportunities to grow and develop, and a feeling of care and belonging. If each of us does a little, the world around us also transforms. This is how society changes.”

~Gabrielle Dare, Organizational Change Management & Communications Manager & Diversity Champion



Associate Life Cycle

We appraise the associate life cycle to reduce bias, increase associate engagement and ultimately influence inclusion and diversity.

Finding the Right Talent

We review all job listings to ensure that the descriptions are gender-neutral and focus on experience and skills. In addition to broadly advertising our jobs, we work with local agencies that specialize in placing job seekers with disabilities, recruiters who focus on Historical Black Colleges and Universities, and veterans recruiting events. Our internal recruiters strive to provide a diverse hiring slate for every role, and we use diverse interview panels to minimize bias throughout the hiring process. We offer competitive and equitable compensation for all roles.

Retaining and Growing Diverse Talent

Once we have hired the best candidate, the focus turns to education and development, via our excellent corporate education program. We also offer a range of professional certification and development opportunities. We ingrain the principles of inclusion and diversity throughout our leadership training, and clearly convey the expectation that everyone at Unisys adheres to those values.

Unisys has several key associate initiatives to retain key communities within our workforce and to assist all associates to achieve their full potential. For example, our ‘Stay Interview’ programs provide insights to potential attrition drivers, so that we are able to address them proactively.

Additional sources of data from monthly exit interviews, our quarterly Belonging Survey and our annual Engagement Survey offer us data-driven insights, to build initiatives and programs, as we seek to build a culture of diversity, equity, and inclusion. Our Diversity Accelerator for U.S. minority associates and Women in Action program for junior women seeking leadership roles both grew out of our data analyses.



“Together we strive; together we cross barriers; together we share our successes and failures; together we debate to agree and disagree; together, irrespective of gender, our paths are the same professionally; together we achieve glory! We should always remain together, which is Inclusion & Diversity.”

~ Gayathri Ramakrishnan, India Center Head - Global Field Operations & Diversity Champion



**EDUCATION AND
AWARENESS**



Education and Awareness

At Unisys, we recognize that knowledge and understanding are crucial elements necessary to foster a diverse and inclusive environment. We offer a range of educational opportunities, both formal and informal. Each associate is entering their personal learning journey from a different place, and we aim to meet them where they are.

Various learning opportunities are available to associates covering topics of inclusion, diversity and allyship; these include informal sessions and more formal facilitated team learning. We also leverage offerings from Unisys University, our corporate learning group - with specific curated channels for Women in Leadership and Persons with Disabilities. Recognizing the impact of the global pandemic on mental health - we have made content available on-demand as well as through live online sessions to promote wellness, self-care and to increase the awareness of 'employee assistance' programs for both visible and non-visible disabilities.

Unconscious Bias Learning

Mitigating unconscious bias is core to creating a respectful and inclusive workplace with equitable opportunities for all. We offer an ongoing personalized journey of training and reflection to raise the awareness of unconscious bias for every associate and leader using a variety of media. In addition to this program, every associate is required to complete a specific module of Respectful Workplace Training focused on diversity, inclusion, gender identity and unconscious bias.

Gender-Sensitive Toolkit

The toolkit provides guidance on how to write business communications in a gender-neutral manner that avoids harmful stereotypes.

All Abilities Welcome Campaign

Learning about inclusion and diversity is a very personal experience and we offer opt-in journeys for disability education. These journeys give associates the opportunity to reflect and learn when they are ready. Our leaders leverage the materials (videos, reflection points and reading) with their teams as an opportunity for open discussion.

Latin America Diversity Month

The Latin America offices have dedicated October "Diversity Month", offering a variety of programs, focusing on disabilities, gender equality, and other diversity-related topics.

Associate Interest Groups and Education

A founding requirement for each Associate Interest Group is to design and deliver training that furthers their focus areas, with the goal to educate colleagues and allies.

General Awareness/Conversation Tools

Not all education takes place in a structured, teaching environment, and we aim to create a culture that builds and drives awareness of diversity and our associates' roles in creating an inclusive workplace. Our diversity-themed Zoom backgrounds allow associates to show off passion and interests, and our Yammer groups help us celebrate and participate in events like Black History month.



"Our differences make us who we are. That is why the APAC Security Team focuses on gender and ethnic diversity. This allows us to address the cyber security staff shortage issue and, at the same time, access a diverse range of ideas to tackle cyber security challenges."

~Ashwin Pal, Director, Cybersecurity, APAC & Diversity Champion



**ADDRESSING EQUITY
THROUGH OPPORTUNITY
AND EDUCATION**

Addressing Equity Through Opportunity and Education

Embracing diversity looks different in various parts of the world. We believe that giving opportunities to historically marginalized people will have a broader impact, as they're able to support and improve the communities in which they live and work. Here is a look at some of our initiatives across the world:

India Maternity Buddy Program

Designed to support women before, during, and after their maternity leave, this 15-month program helps associates with the challenges of being a working mother. The program aims to keep women on maternity leave connected to Unisys and their colleagues while they're away from work and to ease their transition when they return.

Diversity Council India

We are proud to recognize our India associates for establishing the first country level diversity council – paving the way for the global council. The Diversity Council India, has delivered initiatives and events promoting awareness of financial planning, health & wellness and transforming challenges into opportunities. The group has led campaigns highlighting the achievements of female associates, networking and celebrating women empowerment and Global Accessibility Awareness Day. During 2019, Unisys India was ranked amongst the Top 5 companies in Most Innovative Hiring Practices and Top 20 in Most Innovative (Women friendly) policies of the prestigious DivHERSity Awards.



APAC: Women in Tech

Designed to retain, develop, and grow high potential leaders in the Asia-Pacific region; this program's purpose is to bolster female associates' networks, offer tools, training, and resources tailored to regional needs, to enable them to develop their careers at Unisys.

EMEA: Women in Tech

This program provides a forum for women in EMEA to address challenges at work and recognize their own talent and worth. It focuses on sharing best practices, fostering and retaining female talent, and encouraging women to grow their careers within Unisys.

Hiring our Heroes

This 12-week corporate fellowship program is held three times a year to help active-duty service members gain private-sector experience. Participants work Monday through Thursday at Unisys and then meet with their cohort each Friday to receive additional training, mentorship, and professional development. The goal is for them to have a full-time position at the end of the fellowship. Unisys has used the program to hire service members in cyber security, project management, field engineering, cloud services, and organizational change management.

Building Women's Leadership

The group began as a grass roots effort among a handful of client executives managing global accounts. The program has evolved to include over fifty women from the Americas region, including sales and client executives, service deliver managers, and others. The group provides experience and training for women in the areas of sales, financial management, and product development, as well as providing mentoring.

Women in Action

This four-month development program, aimed at entry-level women, is designed to prepare them for a leading role by building their confidence, helping them build a personal brand, and growing their network and visibility. The program covers topics such as challenges women face; time management and prioritization; and personal growth.

Diversity Accelerator

This program is a two-part, 12-month program that targets management-level minority associates who do not currently have direct reports. The first six months of the program concentrates on personal development, covering topics that include creating a career path and finding a mentor. In the second six months, participants serve as a mentor and participate in other inclusion and diversity efforts across the company.

"I have been fortunate to develop my career at Unisys where I have benefited from working with great teams, great leaders and great mentors and where I have been embraced for who I am. I am very proud of the diversity initiatives at Unisys and happy to contribute to our Unisys journey for a culture that is inclusive and equitable."

*~ Martha Chamorro, VP of Finance –
Regional CFO for US&C
& Diversity Champion*



"It goes without saying that inclusion and diversity are key. An organization can only be successful if it builds on diverse talents and establishes a sense of belonging for everyone."

*~ Monika Przeździecka-Fáskerti,
Global Service Delivery Manager &
Diversity Champion*



OUR PEOPLE

Belonging & Engagement

A basic human need, a strong sense of belonging has always had a direct impact on happiness and engagement in an organization. Recently belonging has become even more important. We know an engaged workforce is more productive and more likely to stay with the organization.

Data is a valuable, objective tool to help us create a workplace where all associates experience a true sense of belonging and engagement. To that end, we use several third-party benchmarks as well as internal surveys to gauge our progress toward inclusion and belonging. Each year we measure engagement and separately measure belonging in a pulse survey, which is always available. The data indicates that much progress has been made since we started on our journey.



of associates say their leader values different perspectives



of associates feel comfortable being themselves at work



of associates feel a strong sense of belonging



Diversity Champions

Change comes about because of individuals who want to make a difference. These role models start a movement that motivates others. We regularly recognize a Diversity Champion who has shown commitment to actions and behaviors that help make our culture more inclusive and

diverse. These Champions align with at least one of the Unisys core beliefs of Creativity, Client Centricity, Integrity, and Curiosity. Their actions and behaviors have resulted in measurable business outcomes and delivered sustainable examples that others can repeat.

They represent the best of us; meet some of our Diversity Champions:



Martha Chamorro,
Regional CFO for US&C



Ashwin Pal, Director,
Cybersecurity, APAC



Gabrielle Daré, OCM
& Communications
Manage, LACR



Gayathri Ramakrishnan,
India Center Head –
Global Field Operations



Wayman Cummings,
Executive Director,
Threat Intelligence,
Incidence Response and
Global Security Operations



**Monika Przeździecka-
Fáskerti, Global Service
Delivery Manager**

Associate Interest Groups (AIG)

Our associate interest groups are company-sponsored, associate-led groups (externally known as Employee Resource Groups) that provide support, career development, and professional networking for members. Open to associates of all backgrounds, whether they identify with the group or as a supporter or ally, the associate interest groups offer a safe space for discussions around issues important to them.

Each AIG provides associates with a passion or interest in furthering diversity and inclusion the opportunity to volunteer for a role, and portfolios range from leadership roles to arranging events or managing administration.

At Unisys, our first AIGs were founded in 2020, and we are already seeing the impact on engagement and inclusion, with many learning and networking opportunities.

We will continue to expand this list, to accommodate the passions and interest of even more of our associates.

These groups are vital to help strengthen our culture of inclusion and guiding future initiatives.

Unisys Pride AIG



Focused on supporting LGBTQ+ associates and their allies, this group works to affect change via communication, education and support, and shares information with the broader Unisys community via Yammer and SharePoint.

“I acknowledged who I was, my true self, 35 years ago. The AIG provides a safe and supportive environment with supportive associates. As others have helped me in my quest to be fully accepting and accepted, so I wish to assist others in their own journeys.”

~ Deb Shapiro, Learning & Development Manager

United by Diversity AIG



This group aims to foster a welcoming, inclusive, and equitable work environment for all Unisys associates. They also have a specific focus on engaging, empowering, and developing minority associates. This group

started in the United States and plans to expand globally in the future.

Veteran AIG



The Unisys Veteran's Associate Interest Group provides a community atmosphere in which military veterans and associates with a passion to support veterans can network, collaborate, and share resources and

knowledge. The group assists with recruiting, developing, and retaining veteran talent.

“Veterans bring unique experiences and skillsets highlighted by their leadership abilities that can help push Unisys to the next frontiers of providing solutions in information technology and cybersecurity.”

~ Russell Hartzell, Cybersecurity Project Manager

Women+ Network AIG



The Women+ Network AIG includes women and their allies of any gender. The group offers women opportunities for leadership, networking and collaboration, as well as personal and professional development.

Empower-U AIG



The Empower-U caters to the specific needs of women in Latin America. The group provides professional development, networking and support for women and their allies.

“Take the ‘dis’ out of ‘disability’ and anything is possible.”

~ Mindi Stein, U.S. Director of Recruiting

Ability Innovation Group – Brazil



Our Brazilian Ability Innovation Group aims to bring people with disabilities and their allies together. In this space, they are able to share their experiences, enhance career development, and increase engagement opportunities.

Ability Innovation Group – U.S.



Our U.S. Ability Innovation Group works to provide a welcoming and inclusive space for individuals with disabilities and their allies. This group provides support and education aimed at becoming a more welcoming and inclusive community for our U.S. associates.





Global Recognition

While the focus at Unisys is mostly about furthering the efforts around diversity, equity and inclusion, it validates our efforts when we are recognized externally.

Participation in these external award programs enables us to collect valuable data, benchmark our efforts and gain insights on what other companies are doing successfully.

Here's a look at some of our recent accolades:



Human Rights Campaign Corporate Equality Index Score of 70

Disability Equality Index: Best Place to Work for Disability Inclusion

DiversityInc: Noteworthy Company

Four female members of Unisys' board of directors have been included in WomenInc.'s list of influential corporate directors

- *2019 Top India Companies*
- *Top 5 for Most Innovative Hiring Practices*
- *Top 20 for Most Women Friendly policies*





Diversity, Equity and Inclusion Report

“No one should have to choose between their career and their authentic self. We can and should be ourselves all the time. At Unisys, we will not stop until all are seen, heard, accepted, valued and provided equitable treatment.”

~ Eric Hutto, President and Chief Operating Officer



For more information visit www.unisys.com

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