Social responsibility at Criteo in 2023

Our commitment

Criteo aims to contribute towards creating a more sustainable, equitable and inclusive world through continuous innovation and responsible business practices. We focus on four key areas: inclusivity, women’s leadership, environmental sustainability, and social responsibility.

Women Representation at Criteo

[Key Milestones]

- Global Women Employees: 41%
- EU, CIS, APAC (Women’s Index)
- Women Promoted: 33%
- Women Represented: 42%
- Directors and VP Women: 30%

Social responsibility at Criteo in 2023

Engagement Survey

The fall engagement survey reviews scores and feedback from several questions, and reveals:

- 2,680 employees from 115 countries, 93% globally.
- An additional 15 participants from 115 countries.

In 2023, we provided our managers’ well-being survey, which is an opportunity for Criteo’s employees to provide their direct manager with insights on the areas in which they feel well supported and as well as the opportunities that could help them grow.

Ethics in our Ads

Criteo has set up a working group comprised of its Legal team and Artificial Intelligence lab to reflect on the ethical influence of its products and services, as well as a Product Ethics Committee (PEC) to support ethical concerns.

Key Milestones

- Creation of Product Ethics Committee
- New Global Mentorship, EmpowerU, and New “Coachme” Internal Coaching Offer
- Launch of Multiweek Global Volunteer (70/100 for Labor & Human Rights)
- EcoVadis Silver Medal (79/100)

Gender:

- Women in Tech roles: 20%
- Gender pay gap maintained: 0%
- Women in leadership roles: 27% (incl. women CEO, CFO, CHRO, and Chairperson)
- Women in senior leadership roles: 33%
- Global Women Employees: 41%

Women’s Breakdown by Age

- Percentage of women in 2023: 38.6%
- Women between 25 and 34: 33.4%
- Women between 35 and 44: 20.3%
- Women above 45: 9.6%
- Women below 25: 3.7%
- Women below 18: 5.3%
- Women above 55: 4.9%

Inclusion:

- In-class training: 7,243 hours
- Online training: 82,487 hours
- Average hours per employee: 11.7
- Average hours per trained employee: 7.8
- % of trained employees: 53.3%
- % of coached employees: 37%

In 2023, we renewed our Diverse & Inclusive Leaders, Women@Criteo, and Criteo Cares programs.

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