

# TAKING A STANCE FOR EQUALITY & DIVERSITY

## THE GUARDIAN ANALYTICS 2019 REPORT

At Guardian Analytics, we believe that in addition to fighting Financial Crime, our business is to make the world a more just and equitable place. Our modest size should not prevent us from taking a stance for Equality, Diversity and Inclusion.

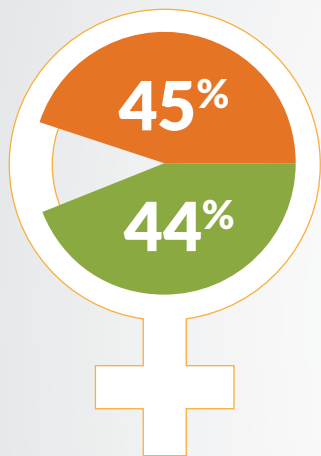
We seek to create a workplace that reflects the communities we serve, primarily Silicon Valley and Utah Silicon Slopes, and a company culture where everyone is included, heard and respected.

We seek to contribute to the creation of a world where everyone has **equal pay for equal work and equal opportunities for success.**

**We commit to transparency** and to **holding ourselves accountable for progress.**

Here are some key facts as of June 30, 2019:

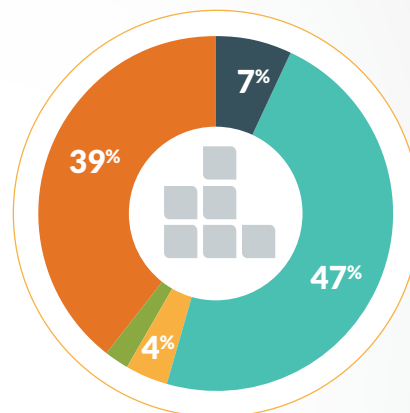
## GENDER



Women make up **45%** of our workforce

Women make up **44%** of leadership positions

## ETHNICITY



- Asian
- White
- Hispanic/Latino
- Black/African American
- Other (2%)

## BOARD OF DIRECTORS AND ADVISORS

Women make up **14%** of our Board of Directors and Advisors

Our hiring practices **reflect our values** and we constantly **strive to improve ourselves.**

