



CONTENT FROM EXPERIAN

PROFILE 2024 | WORLD'S BEST WORKPLACES

Combining Culture, Innovation, and Ambition

Experian's diverse workforce and emphasis on progress create an ethos of excellence.



WHEN EMPLOYEES FEEL VALUED AND

included at their workplaces, productivity soars and their organizations thrive. However, a 2024 Gallup poll reports that only 18% of workers say they are extremely satisfied with their companies, signaling that many firms still struggle to inspire their workforces. Experian, a global data and technology company, is bucking the trend.

In 2021, Experian reaffirmed its commitment to employees and set an ambitious goal to be recognized as one of the world's best workplaces. "We have always put our people first," says Jacky Simmonds, chief people officer at Experian. "As part of our strategy, we implement processes, programs, and

EXPERIAN TEAM MEMBERS CELEBRATE DIVERSITY AND PROMOTE FINANCIAL INCLUSION AT THE 2023 OUT & EQUAL WORKPLACE SUMMIT IN ORLANDO.



resources to ensure Experian is a great workplace for everyone while continuously listening to feedback and making improvements along the way."

This strategy has paid off, earning the Dublin-based firm a coveted spot on the 2024 Fortune World's Best Workplaces list. Most notably, its drive for innovation, collaboration, and diversity, equity, and inclusion (DEI) have garnered increased employee engagement.

Experian aims to become an innovation powerhouse. Through structured programs and strategic investments, it is using cutting-edge products to modernize industries and provide real-time solutions. Programs such as Athena and EmPower enable employees to quickly develop and test products, improve business practices, and bring ideas to life. Last year, more than 5,800 employees participated in two global hackathons, generating new ideas that align with the company's priorities.

"We want employees at every level to question how to do things better," says Simmonds. "That's what drives innovation, and it's at the core of our value proposition."

Additionally, Experian expanded its DEI efforts by establishing an online hub to help team members easily connect with the company's 16 employee resource groups. Today, 86% of workers at the company report they can be themselves at work. Externally, as part of its mission to improve financial health for all, Experian is relieving \$10 million of consumer debt for more than 5,000 Hispanic people in the U.S. to improve financial security in underbanked communities.

As Experian leaders look to the future, they know their work is far from done. "While we celebrate this recognition, it will serve as inspiration as we continue to foster a positive work environment across our business," says Simmonds. "When we create the conditions that allow our people to feel valued, fulfilled, and enabled to do their best work, they, in turn, are our biggest advocates." ■