



Diversity and Impact Report 2023



Contents

03 **Introduction**

09 **Diversity**

18 **Community**

22 **Environment**

28 **Governance**

30 **Conclusion**

How we do business matters

Responsibility, access, and belonging have always been at the heart of Onfido's mission: from helping underbanked populations have greater access to the world's economy to building best-in-class solutions that simplify identity for everyone.

We want to combat fraud with solutions that focus on accessibility and anti-bias from the very beginning, not as an afterthought.

Onfido cares about conducting responsible business that actively honors diversity, community, and the environment. We know that this responsibility is a business imperative, not a buzzword or a 'nice to have.' In light of sobering environmental and social circumstances, we have the obligation to know better and do better. And with that, we've penned our first-ever Diversity & Impact Report.

What we stand for

At Onfido, we're all responsible for building a diverse, inclusive and accountable environment where employees of all backgrounds, experiences and lifestyles feel a sense of belonging, mutual respect and kindness.

We promote a company culture where all of us can be empowered to be ourselves, embrace our uniqueness and rise together. In doing so, we aim to positively impact the world in which we live, work and play.

What we want to achieve

There are countless things that we want to achieve within, but we believe these five focus areas are the right places to start.

- **Foster a psychologically safe** space where Diversity, Equity, and Inclusion learning can occur
- **Build an impact infrastructure** that withstands change
- **Embed environmental sustainability** throughout our business
- **Improve the lived experiences** of underrepresented and historically marginalized populations
- **Attract, retain, and elevate** exceptional talent from ALL backgrounds and experiences

What we've done so far

We're learning together

We've created experiences with [Mix Diversity Developers](#) and [Lean In](#) to educate the entire company on topics such as unconscious bias, privilege, and allyship.

Our Executive Team was the first to go through each of these workshops, and we've since brought 200+ Onfidoers through the sessions.

Our goal is to bridge the gap between intention and impact with tangible, evidence-based strategies for every type of ally.

We're celebrating awareness dates while working with subject matter experts, such as [HelmLife](#) for Black History Month and [UPFRONT](#) for International Women's Day.

We're providing ongoing resources on inclusive leadership and psychological safety via Onfido University and our Team Lead Toolkit, and Onboarding sessions. We're looking to hire, develop, and retain leaders with this competency in mind.

We're institutionalizing accountability and transparency throughout our business with our flagship DEI Board Committee¹, Net Zero Oversight Committee, annual carbon emissions reporting, and by hiring our first dedicated Diversity, Equity, and Inclusion Director.

We're getting intellectually curious by surveying employees on where we stand on issues such as our people demographics and carbon footprint.

Diversity, Equity and Inclusion Committee



Hina Chawdhry
Senior Tax Manager



Porter Hayes
Strategy Manager



Nancy Vance
Head of DEI



Luke O'Reilly
Senior CSM



Sue Barsamian
Onfido Board Director & former HP executive



Dr. Kim Walker
Tahirih Justice Center Chief of People, Culture and Strategy

¹ Our DEI Board Committee members were chosen through a rigorous selection process inclusive of blind applications, and scoring rubrics based on success competencies to mitigate bias and ensure well matched selectees.

What we've done so far

We're investing in our people, community, and planet

One such way is through our partnership with [Women in Identity \(WiD\)](#) as a platinum sponsor.

WiD is a global, non-profit membership organization whose purpose is to promote parity with respect to opportunity, reward, recognition, and professional mobility in our industry. Our bespoke partnership allows us to elevate Onfido Women through a series of published interviews, co-branded events, and meet-up opportunities.

We're proudly supporting 30 Onfido women to attend the [Women in Tech Festival](#) this year.

What began as a small grassroots initiative in our #onfido-womxn Slack channel has grown into a co-branded opportunity for us to connect a significant group of our talent with influential technology leaders from around the globe.

Our VP, Engineering & Technical Program Management, [Afiya Chohollo](#), has activated a space for women called 'Take the Stage,' where Onfido women are empowered to convene in a safe and judgment-free setting to share about their work, journeys, and difficulties faced as women in technology. It is also a platform to share their expertise and upskill each other.

We're helping our top talent and future leaders grow through formal and informal channels.

Onfido's Leadership Academy is a formal and intensive three-month program with DEI baked into the whole process. The participants were



Afiya Chohollo speaking at Black Tech Fest 2022

chosen from blind applications and reviewed by a panel to remove bias. The content includes thought leadership and case studies derived from intentionally diverse sources.

We've also given deep thought and consideration to neurodiversity in learning, using techniques and methodology to support and foster growth for everyone. Informally, our Product team has organically spun off a mentorship scheme that is gaining great traction, championed by [Merissa Silk](#), Senior Staff Product Manager. We're leveraging this informal scheme to spin up company wide with DEI in mind.

We're cultivating community through Employee Resource Groups, Volunteer Time off, and our Onfido Cares Fund (a monthly £500 or local equivalent donation to our sponsored charities for the year, as decided by Onfidoers). We've also participated on an ongoing basis in [Career Accelerator's](#) mentoring program, which prepares young people from historically marginalized backgrounds for careers in tech.

What we've done so far



We're nurturing the environment

As a founding member of [Tech Zero](#), Onfido has committed to [Net Zero](#) greenhouse gas emission targets by 2031. We've garnered a dedicated squad of Onfidoers to collaborate on internal environmental policies and are formalizing our governance structure to address our sustainability goals at board level. This year, we've donated £6k to [ClientEarth](#), an organization that uses the power of law to bring about systemic change that protects the Earth for, and with, its inhabitants.

We're exploring new ways to find talent

We support formal, early career growth via apprenticeships in the United Kingdom and internships globally as ways of activating and developing well-rounded talent.

We are also broadening our talent acquisition avenues by sponsoring [Colorintech's Black Tech Fest](#) Conference (Europe's premiere event celebrating inclusion and equity) and using the Women in Identity Job Board.

We're thinking about our product

This year all Tech and Product employees completed accessibility training, which is an important step in making our products and processes accessible to everyone.

We also rolled out a suite of considered and intentional [accessibility features](#). We will invest time and resources to retrofit any changes we need to improve our existing portfolio and we are dedicated to making all our new interactions and future releases accessible in terms of color, sound and language. We'll be taking all of our programs and policies (in essence internal products) through an equity audit in 2023.

The road ahead



“We know we have a long road ahead of us. We’ve only just started to chip away at the iceberg. We want sustainable progress, not just a quick success story. This is closer to becoming a reality with the company-wide commitment we have — we’re building the infrastructure and we’ve got a plan. We’d like to bring you along with us on our journey, so stay tuned for updates and learnings.”

— Mike Tuchen, CEO of Onfido

Considerations while reading this report

Consider this report the ‘first bite of the apple’ when it comes to gathering data and interpreting the numbers. We are showcasing the data that we have available today, which will be used to develop accountability goals and metrics across each segment of our burgeoning Environment, Social, and Governance (ESG) framework.

When digesting this report, know that cultivating trust from employees around personal data collection has been a work in progress.

Though we are pleased that 61% of our surveyed workforce participated in the optional demographic survey, the responses are not fully representative of our team, given the number of people who did not respond or opted not to share answers.

We appreciate that many historically marginalized communities need time and space to interact with demographic surveys on their own terms. We are working to better understand how to operationalize this process to reduce areas of friction and create psychological safety. We also learned that there are countless global nuances that complicate the collection of demographic characteristics, including; privacy laws, cultural norms, differing definitions, and unique histories.

Moreover, this work is delicate as we understand that every lived experience is unique and people cannot be reduced to numbers, categories, or statistics.

Also, this report does not give great insight to diversity of thought that *can* often correlate to demographic diversity but is *sometimes* not the case. It is also very difficult to benchmark on a global scale as a company with a distributed workforce, as demographic characteristics can vary by geography. That being said, any information helps baseline for progress as we seek to transform as an organization. We will be using this information to build out metrics and goals to bridge the gap between intention and impact. We have got some work to do.

Diversity



Our Onfidoers

The snapshot date for our Diversity and Impact Report was the 1st of August 2022, and all Onfidoers are included in the descriptive data outline in this section, however, due to certain national regulations, not all Onfidoers were asked to share certain demographic characteristics. If a geography is not represented due to national regulations it is indicated in the footnotes. It should also be noted that sharing demographic characteristics was optional, so many Onfidoers either partially completed the survey, or opted to not respond at all. We have reported on the sample size as a whole to ensure the report meets a level of data integrity required to make informed decisions. We opted to segment the data by the following categories when meaningful differences could be shown between the segments.

- All Onfidoers
- Tech Onfidoers vs Non-tech Onfidoers
- Senior Onfidoers (Director and above)
- NewFidos (started on or after 1st Aug 2021)

As of 1st August 2022, we had **661 Onfidoers across 8 geographies**. To get a better understanding of our organization's demographic makeup, we asked Onfidoers to share information on the below demographic characteristics. In total, **61% of our workforce² responded** to the survey³ covering the following:

- **Gender identity:** gender is defined as a social construction relating to behaviours and attributes based on a continuum of masculinity and femininity; gender identity is a personal and internal perception of oneself, and so the gender category someone identifies with may not match the sex they were assigned at birth, and can shift over time



Onfido runners at our summer event, 2022

- **Native English speaker:** speaks english as a first/primary language
- **Race:** in society, race is often used to define someone by their skin color, as well as other physical, social, and/or biological attributes
- **Sexual orientation:** an individual's identity in relation to the gender(s) they are sexually attracted to
- **Caregiver status:** has given personal care for a period of one month or more to a child and/or adult during the last 12 months
- **Disability:** any condition of the body or mind that makes it more difficult for the person with the condition to do certain activities
- **Veteran status:** a person who served in the active military, naval, or air service, and who was discharged or released there from under conditions other than dishonorable

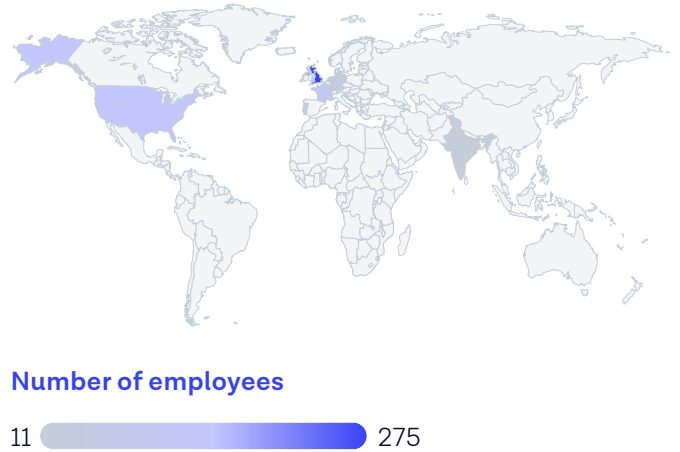
2 France-based Onfidoers were not asked any of the following due to national regulations, and Singapore-based Onfidoers were not asked about Sexual Orientation or Transgender Status due to legal barriers to freedom of expression and registration of sexual orientation.

3 We already have information on sex as well as age, and as such did not include these categories in the survey.

Our geos

Our largest geography is the United Kingdom where 41.6% of our employees reside. This is followed by the United States with 19.5%.

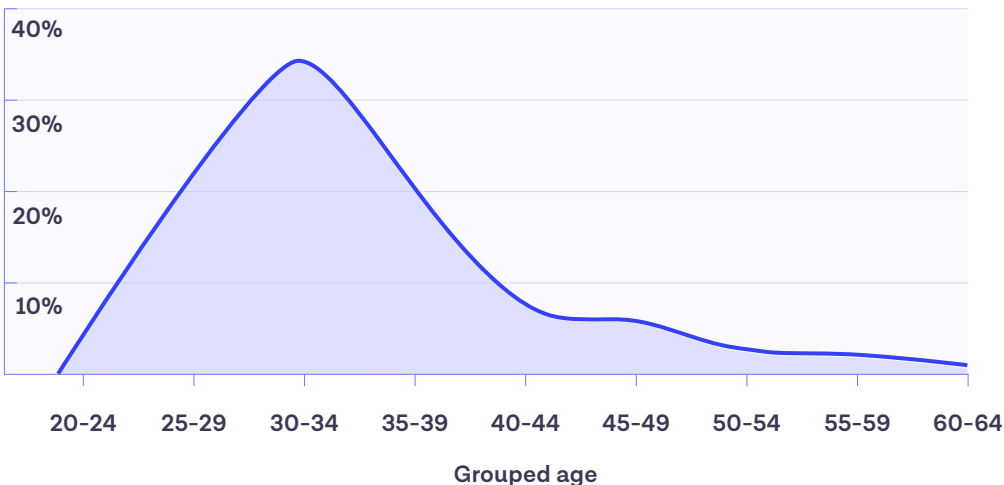
Country	Number of employees
Netherlands	2%
Singapore	2%
India	3%
Germany	7%
Portugal	12%
France	13%
United States	20%
United Kingdom	42%



Mean age

Our employees' ages range from 20 to 62, with a mean age of 34, and a median age of 33. When we segment our employees based on the generations we see that:

6% are Gen Z (born 1997 – 2012)
80% are Millennials (born 1981 – 1996)
13% are Gen X (born 1965 – 1980)
1% are Boomers (1955 – 1964)



Sex⁴ and Gender Identity⁵

Sex and gender are terms that are often used interchangeably but they are in fact two different concepts. For the purposes of this report, the term sex is characterized by biological traits, whereas gender refers to socially constructed identities. We recognise that there are variations in how people experience gender based on self-perception and expression. We also know that there can be inherent privileges and disadvantages associated with biological sex regardless of gender identity. Thus we decided to report on both.

Sex by segment

	Male	Female
All Onfidoers	69%	31%
Tech	80%	20%
Non-tech	59%	41%
Senior	67%	33%
NewFidos	68%	32%

Gender Identity⁶ by segments

	Male	Female	PNTS ⁷
All Onfidoers	33%	20%	2%
Tech	40%	11%	4%
Non-tech	29%	27%	1%
Senior	31%	15%	1%
NewFidos	32%	25%	1%

4 Sex data includes all Onfidoers and is based on sex indicated in their government issued ID.

5 Gender Identity is self-indicated, and data does not include Onfidoers based in France.

6 Gender Identity data does not include Onfidoers based in France. 44% of survey recipients did not provide any answer to this question. The demographic options available for gender identify were the following; Agender, Female, Male, Nonbinary, Other, and Prefer not to say.

7 PNTS is an abbreviation for 'prefer not to say.'

Native language⁸

Our workforce represents **61 different nationalities**, and as such, we wanted to understand the percentage of native English speakers. In creating an inclusive workplace where all Onfidors feel a sense of belonging, we need to consider language and communication in our internal systems and external partnerships, offering multiple languages to remove friction wherever possible. As such, a key criterion when choosing partners is their capability to support multiple languages so Onfidors can interface in their native language. We also offer a menu of free live language courses to bolster the community and support our global environment.

	Native English	Non-Native English	PNTS
All Onfidors	28%	26%	2%

Race⁹

In society, race is often used to define someone by their skin color, as well as other physical, social, and/or biological attributes; whereas ethnicity more broadly describes the culture of people in a given geographic region, including their language, heritage, religion and customs. We see race as a significant area of opportunity to diversify our employee base.

	White or European	Asian*	Another race**	Two or more races	Hispanic or Lantinx	PNTS
All Onfidors	37%	8%	3%	3%	2%	3%
Tech	37%	5%	4%	3%	3%	3%
Non-tech	38%	10%	3%	3%	<1%***	2%
Senior	36%	6%	3%	<1%***	2%	1%
Newfidors	38%	11%	3%	2%	2%	3%

* To protect anonymity based on inadequate sample size we've grouped East Asian, South Asian, and South East Asian into 'Asian'.

** To protect anonymity based on inadequate sample size we've grouped Indigenous, Black or African, Pacific Islander, Middle Eastern, and Onfidors who identified as 'other' into the Another Race category¹⁰.

*** Less than one percent self identified within this segment.

8 Data does not include Onfidors based in France. 44% of survey recipients did not provide any answer to this question.

9 Data does not include Onfidors based in France. 44% of survey recipients did not provide any answer to this question.

10 Demographic choices included: Black or African, East Asian, Hispanic or Latinx, Indigenous, Middle Eastern, Pacific Islander, South Asian, Southeast Asian, White or European, Identify with two or more races, Other, Prefer not to say.

Sexual orientation¹¹

Sexual orientation refers to a person’s identity in relation to the gender or genders to which they are sexually attracted. According to a recent [Deloitte study](#), 83% of LGBTQIA+ reported covering in the workplace. According to the study, having to cover or downplay certain aspects of your identity is costly and erodes culture.

	Hetero	LGBTQIA+	PNTS
All Onfidoers	46%	4%	5%

Caregiver status¹²

We have defined a caregiver as an employee who has given personal care to a child and/or adult for a period of one month or more during the last 12 months. [Research](#) has found that 73% of all US employees have some type of current caregiving responsibility. However, because the majority of employers do not track caregiving status, they do not offer the supportive infrastructure needed for these employees to manage the dueled responsibilities – such as the right benefits and policies – to support this large segment of their workforce which is disproportionately women.

	Not a caregiver	Caregiver to a child and/or adult	PNTS
All Onfidoers	39%	14%	2%
Tech	41%	11%	3%
Non-tech	38%	16%	1%
Senior	22%	24%	1%
Newfidos	42%	15%	1%

11 Data does not include Onfidoers based in France and Singapore. 45% of survey recipients did not provide any answer to this question.

12 Data does not include Onfidoers based in France. 45% of survey recipients did not provide any answer to this question.

Disability¹²

A disability is any condition of the body or mind that makes it more difficult for the person with the condition to partake and/or perform certain activities.

People with disabilities can face [additional barriers](#) such as physical/architectural, informational/communicational, technological, organizational, social, and attitudinal that require intentionality in order to create equity.

	No disability	Mental and/or physical disability	PNTS
All Onfidoers	44%	5%	6%

Veteran status¹²

The term 'veteran' means a person who served in the active military, naval, or air service, and who was discharged or released under honorable conditions. Although veterans bring some of the most sought-after hard and soft skills to the workforce, many find the transition to civilian work to be a challenging process.

	Not a veteran	Veteran or PNTS
All Onfidoers	52%	3%

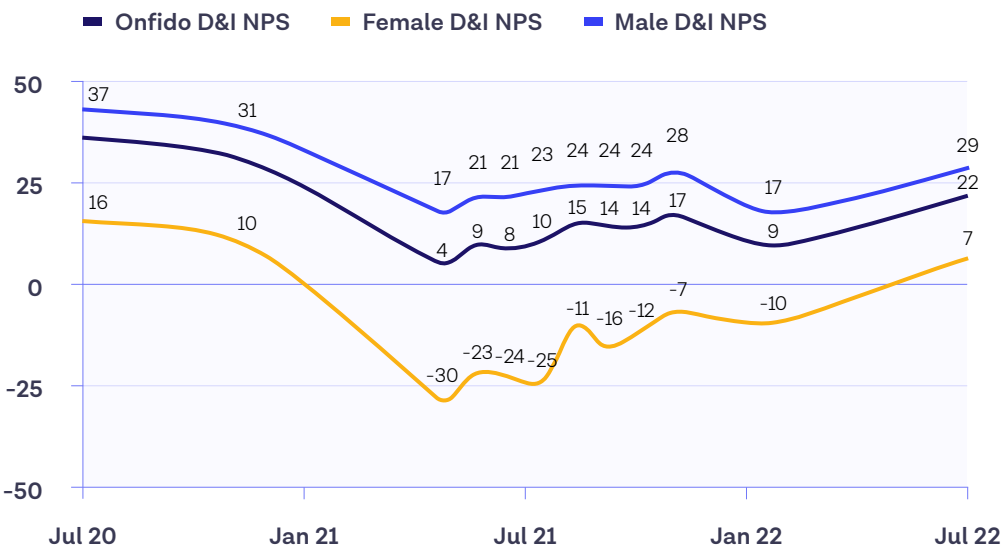
¹² Data does not include Onfidoers based in France. 45% of survey recipients did not provide any answer to this question.

Diversity and Inclusion NPS score

Net Promoter Score (NPS) is a metric that showcases the likelihood of endorsement, with a range from -100 to +100. It is generally accepted that anything over a score of 0 is considered 'good.' We are currently sitting at a Diversity & Inclusion NPS of 22¹³ and are reaching for a D&I NPS of 30 (evenly distributed across gender). As an organization, we began measuring D&I NPS in 2020 and we pulse employee sentiment twice annually.

In the case of D&I, NPS is a valuable metric to understand lived experiences of inclusion and belonging. We do, however, understand that the metric can be skewed based on the mix of employees (i.e. employees with more privilege and who experience fewer microaggressions may be more inclined to view a DEI program through a more positive lens).

We have seen peaks and valleys at Onfido in our D&I NPS score reflecting such factors as rapid employee growth (we doubled in size in 2 years), changes in executive leadership, expansion into new geographies, moving to a remote-first culture, as well as larger societal context. The female D&I NPS has consistently tracked a click or two below the male score, which is something we have been paying close attention to.



13 The D&I NPS is based on Onfidoers response to the following question; "I'm satisfied with Onfido's efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, disability, socio-economic status)."

Pay findings

Looking at pay is both a complex and incredibly important exercise in curating an equitable workplace. There are many factors that can affect the data such as: job specifics, geography, and market pay rates. There are a number of ways to slice and dice pay data, that can all tell important, but varied stories.

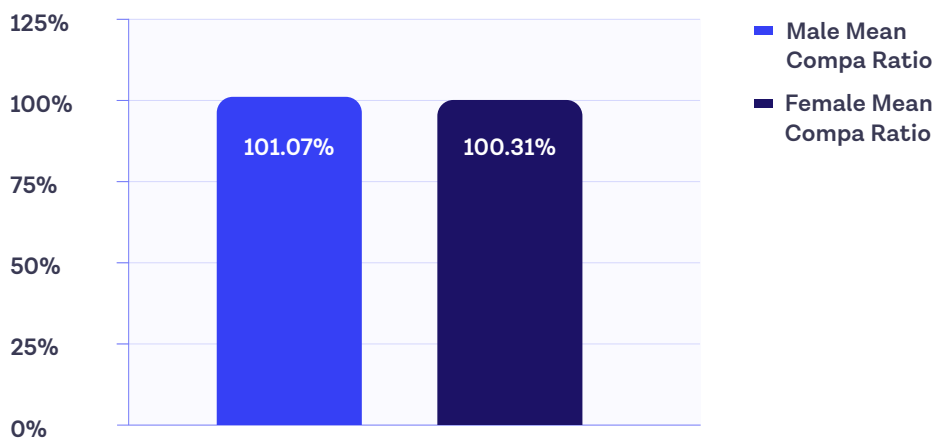
We ultimately chose to focus on the compa ratio analysis because the calculation provides useful insight into a company's pay practices.

Compa Ratio Analysis

Compa ratio analysis divides an individual's pay rate by the midpoint of a predetermined salary band. A compa ratio of 100% indicates that the employee is paid at the exact midpoint of their salary band. Similarly values higher or lower than 100% show they are paid above or below the midpoint respectively. This method of analyzing pay provides a well-rounded look at an individual's salary that takes into account the factors listed above and is benchmarked externally. Each individual's compa ratio can then be aggregated into various segments to provide a meso perspective of an organization's pay practices, as well as provide a macro perspective when benchmarked outside the organization.

When we look at Onfido as a whole¹⁴, we have a mean compa ratio of 101%, and when we split these by males and females¹⁵ we see a 0.76% difference between the male and female mean compa ratio.

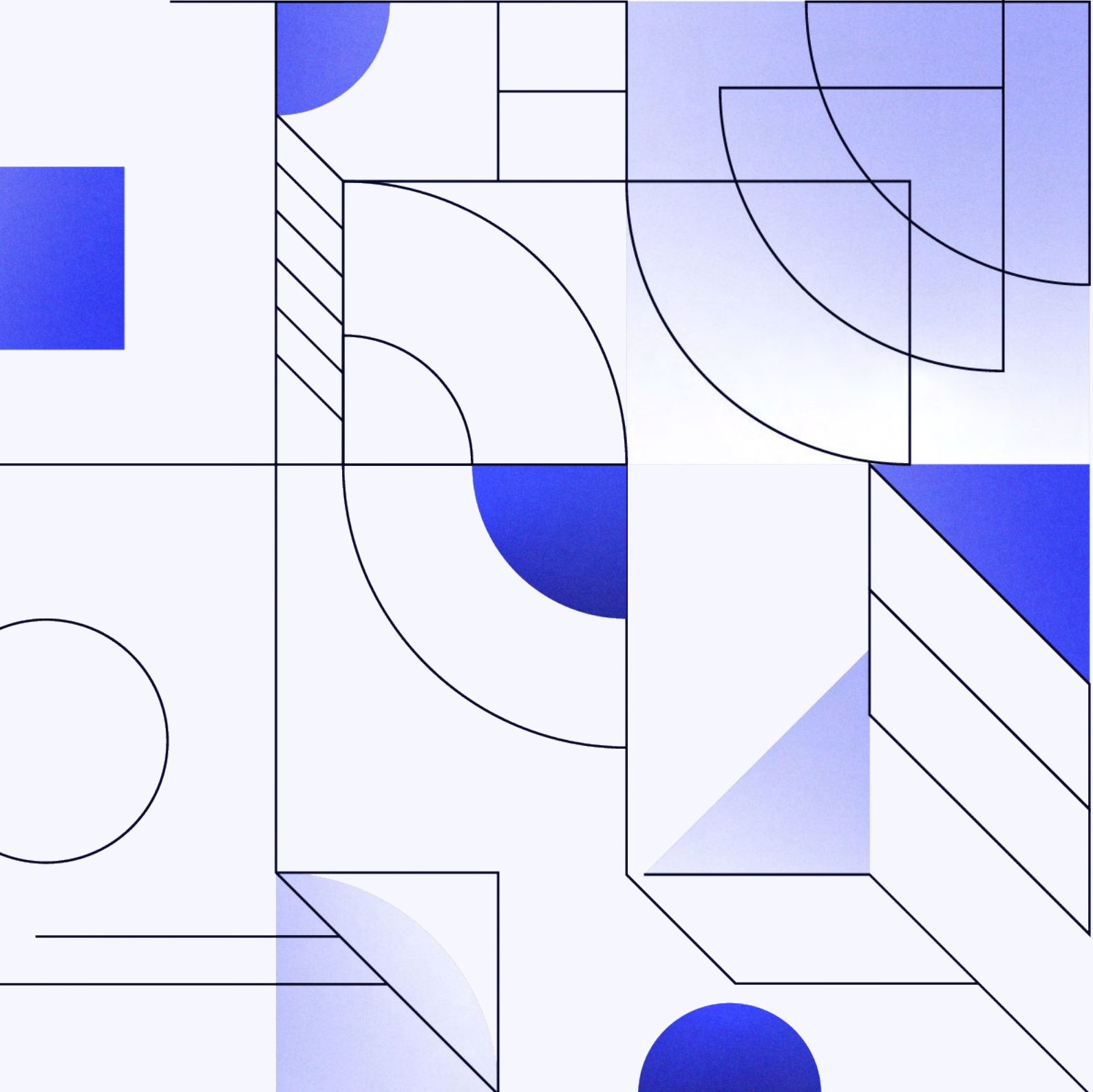
This was an incredibly useful exercise that has resulted in many learnings. We'll continue to evaluate our methodology to make sure we are getting the right people into the right roles, and paying them accordingly with diversity and equity in mind.



¹⁴ Analysis is based on regular Onfidoers employed on 28th Aug 2022.

¹⁵ For Compa Ratio Analysis we use Sex as per Government ID as the data source.

Community





Fido Resource Groups

Building community, both internally and externally, is central to employee engagement and connectivity. We've curated a variety of ways to cultivate this sense of belonging at Onfido.

This year we've stood up 10 employee resource groups that we've named Fido Resource Groups, with more to come. These are official employee-led and Onfido sponsored groups that create meaningful value by:

- Fostering a diverse, inclusive, and engaged workplace
- Aligning with Onfido Mission and [Values](#)
- Providing a space for employees to engage in culture and feel a sense of belonging on a more personal scale

Here are the current Fido Resource Groups (FRGs) and their current leaders and sponsors.



Onfido Allies

Mark Opland, Lead

A group for employees in positions of privilege to learn, grow and personally step up to make Onfido more fair and inclusive.



Neurodiversity In Action

Luke O'Reilly, Lead

Jo Barnett, Leadership Sponsor

A group of Onfidoers brought together to raise awareness and learn about all things ND.

Community



Sharing Culture & Love

Limnash Mohammed Ali, Lead

A fun and warm group for sharing cultural experiences.



OnEarly Career

Usman Musajee, Lead

Ruth Kale-Fok, Leadership Sponsor

A group for anyone who is new to employment, whether that be an entry level position, internship or apprenticeship.



Mental Health

Richard Tomsett & Mireia Miralles, Leads

Laura Meadows, Leadership Sponsor

A group to facilitate discussion around mental health, raise mental health awareness, and provide support and training.



ParentFido

Ann Diaz, Lead

A resource group for parents, parental figures and allies!



Onfido Women's Network (OWN)

Ana Rao & Effie Dower, Leads

Naveena Balam, Leadership Sponsor

A global group of Onfido women and allies connected by a shared mission statement to create an equitable society and workplace that promotes, protects and supports women.



PrideFido

Scott Konkol, FRG Lead

A group for anyone who is part of the LGBTQIA+ community or an ally.



HomeFidos

Amy Shuart, Lead

Dion Maynes, Leadership Sponsor

A group for anyone who is a remote worker, whether that's everyday or only some days.



FaithFido

Misbah Malik, Lead

Syed Ijaz, Leadership Sponsor

A group designed to promote religious diversity, inclusivity and knowledge.

Volunteer time off

We offer employees two additional paid days off annually to volunteer for the philanthropic organizations they care about. In the last year, Onfidoers have requested **252** hours to volunteer.

Giving back

Onfido Cares Fund

A monthly £500 or local equivalent donation to our sponsored charities for the year, as decided by Onfidoers. Our 2022 Spotlight Charity that we've supported monetarily is:

- **Client Earth:** An ambitious environmental non-profit organization. They use the power of the law to change the system – informing, implementing and enforcing the law, advising decision-makers on policy and training legal and judicial professionals. Their key priorities are ending pollution, tackling climate change, defending wildlife and habitats & protecting forests.

In 2022, we've donated ~ £6,000 and will continue to contribute our monthly donations through the end of this year!

We've also committed to the [Menopause Pledge](#) as well as the [Multiplier Mentorship Pledge](#) and plan to institutionalize programs and practices that uplift all in our workspaces and communities.



Environment



Our commitment to Net Zero by 2031

As a business that cares about ethical practices, reducing our environmental footprint is the primary motivation behind our Net Zero goals.

We aim to negate the greenhouse emissions produced by our business, with support from our grassroots & employee led 'Carbon Crew' — led by [Randi Courter](#) — in conjunction with our Net Zero Oversight Committee and executive sponsor [Faisal Chughtai](#) (Onfido's Chief Financial Officer).

We're utilizing [SBTi's](#) (Science Based Target initiative) Net Zero guidance to inform our approach¹⁶:

- We will use economic intensity (amount of CO2 emitted per US dollar revenue generated), instead of absolute emissions as our target measures, as we are a fast-growing business in the services sector
- We will select **a)** a baseline year **b)** a short-term target year and **c)** a long-term target year

Through our Net Zero efforts, we are committed to the following:

- Reaching our Net Zero (long term) target by the end of 2031
- Achieving our interim (short term) targets by:
 - Reducing our scope 2 emissions to 0% by 2026
 - Reducing 67% of our scope 3 emissions at a rate of 7% year-over-year by 2026
- Measuring, reducing, and reporting on progress annually
- Publishing our targets and progress in line with Tech Zero's guidelines and informed by SBTi standards

- Reviewing our existing internal policies and creating environmental policies that support our targets

We've selected 2019 as our baseline year because it was our inaugural year of carbon footprint measurement. After modeling a few business scenarios, we are confident we can achieve the **short-term goals by the end of 2026**, and the **long-term goal by the end of 2031**.

Founding members of Tech Zero

We are one of the founding members of the Tech Zero taskforce in the UK, a climate action group for tech companies of all sizes committed to fighting the climate crisis, which aims to bring technology companies together to accelerate progress towards Net Zero.

Tech Zero guidelines for target setting are as follows:

- Annually measure and publish all scope 1, 2, and 3 greenhouse gas emissions
- [Publish more details about how they plan to reach Net Zero within a year of joining Tech Zero](#), including setting a Net Zero target date, and interim targets. Individual company plans should aim to halve emissions by 2030 across all scopes
- Appoint a member of the executive team to be responsible and accountable for our Net Zero target
- Communicate climate commitments in other meaningful ways, including to customers
- Report progress on short and medium term targets to our Board annually, and on our website

¹⁶ At this time, Onfido has not submitted this plan to SBTi for validation nor formally committed to SBTi standards.

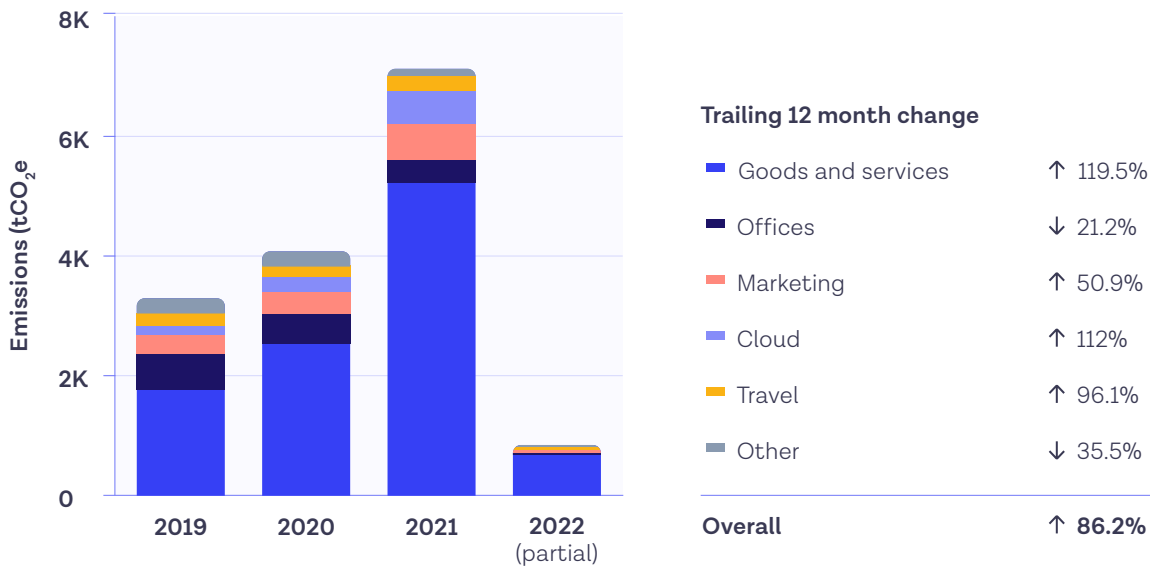
Our 2021 emissions metrics

Scope and methodology

We have partnered with [Watershed](#) to comprehensively measure our carbon footprint. The measurement uses an operational boundary approach in accordance with [Greenhouse Gas Protocol](#) on corporate accounting and reporting.

The measurement itself is audit-grade and hosted on Watershed’s platform. The measurement includes a comprehensive Scope 1, Scope 2, and Scope 3 evaluation using both primary activity data as well as spend based emission factors.

These are emissions metrics for the reporting period February 2021 – January 2022.



Net corporate emissions for February 2021 - January 2022 were 7,533 metric tonnes of CO₂e, up 86.2% from the previous 12 month period.

In 2021, Onfido’s gross emissions increased by 86% from the prior year. This is in line with expectations; emissions will increase commensurate with revenue growth. However, Onfido’s targets are based on revenue intensity (CO₂ emissions emitted per \$1M revenue generated) as opposed to gross emissions. Therefore while Onfido’s total emissions are increasing YoY, our revenue emissions intensity is dropping YoY since commencement of measurements in 2019. This indicates that revenue expansion is greater than the growth in the emissions required to support business growth.

Environment

A further breakdown:

Scope	2021 Emissions (tCO ₂ e)	2020 Emissions (tCO ₂ e)	2019 Emissions (tCO ₂ e)
Scope 1	17	20	19
Scope 2 (Market-based)	135	120	143
Scope 2 (Location-based)	161	145	176
Scope 3	7,382	3,937	3,125
Scope 3 category 1: Purchased goods and services	6,881	3,194	2,392
Scope 3 category 2: Capital goods	65	282	254
Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	21	23	26
Scope 3 category 4: Upstream transportation & distribution	0	0	0
Scope 3 category 5: Waste generated in operations	0	14	41
Scope 3 category 6: Business travel	267	189	200
Scope 3 category 7: Employee commuting	144	234	211
Scope 3 category 8: Upstream leased assets	3.9	0	0
Scope 3 category 9: Downstream transportation and distribution	0	0	0
Scope 3 category 9: Downstream transportation and distribution	0	0	0
Scope 3 category 10: Processing of sold products	0	0	0
Scope 3 category 11: Use of sold products	0	0	0
Scope 3 category 12: End-of-life treatment of sold products	0	0	0
Scope 3 category 13: Downstream leased assets	0	0	0
Scope 3 category 14: Franchises	0	0	0

Environment

Scope	2021 Emissions (tCO ₂ e)	2020 Emissions (tCO ₂ e)	2019 Emissions (tCO ₂ e)
Scope 3 category 15: Investments	0	0	0
Scope 3: Other (upstream)	0	0	0
Scope 3: Other (downstream)	0	0	0
Gross emissions (Market-based)	7,533	4,076	3,287
Gross emissions (Location-based)	7,560	4,101	3,319
Net emissions (Market-based)	7,533	4,076	3,287
Net emissions (Location-based)	7,560	4,101	3,319

Intensity	2021	2020	2019 (baseline)
Revenue intensity (mtCO ₂ e/\$ millions)	0.0001	0.0001	0.0001

Moving forward

The next step in our journey – building out our strategy and action! We've formed an internal 'Net Zero Oversight' committee composed of leaders across various internal functions. Members of this committee will help establish our reduction strategy (overview below) and own the execution of business unit level and footprint linked reduction measures, cooperating with our operating teams to implement necessary changes and begin to develop company policy.

Internal education	Develop internal awareness amongst business units on Onfido's Net Zero commitments and integration of emissions mitigation into current and future business activities.
Footprint linked reduction measures	Develop and implement business unit level reduction measures that are directly mapped to sources of emissions per Onfido's carbon footprint. Formation of sub-targets.
Vendor assessment program	To address Onfido's primary emissions contributor (scope three - third-party related emissions from purchase of goods and services), develop an assessment program/tool to onboard vendors.
Measurement and monitoring	Ongoing measurement, reporting and monitoring of emissions. Address new business initiatives or other potential material impacts to carbon footprint. Amend footprint-linked reduction measures as required.
Carbon offset program	Develop a program for the purchase and offset of carbon emissions.

Working towards a sustainable future

We know there is a lot of work to be done the next few years to make tangible carbon emission reductions throughout our business, but we're confident we have the right team and intentions to take the proper next steps towards a greener tomorrow for our employees, communities, and planet.

Governance



We know that intent is all well and good, but impact is what really affects the world in which we live, work and play. For that reason the governance stream is a critical component of accountability and oversight in our overall impact framework.

Ethics and AI task force

Onfido creates market-leading biometric AI technology to simplify access to products and services. Biometric technology is a state of the art tool that has the potential to ungate great access or perpetuate bias and stereotypes.

To be useful, this modern-day facial recognition technology must be monitored to avoid creating unfair results for some demographic groups due to bias, and should perform the same way for everyone. We examine all the potential sources of bias, not just the technical sources from the data and machine learning models, but from the humans involved as well.

We have [won awards](#) for our machine learning technology and algorithmic bias mitigation.

We have task forces assigned to keep a close pulse to this work, and have even released the [Building AI without bias report](#) to spur informed conversation in the field.

Antislavery, corruption bribery

We have a zero-tolerance policy for bribery and corrupt practices. As part of our overall commitment to supporting human rights, Onfido does not tolerate illegal or inhumane labor practices, including slavery, servitude, forced or compulsory labor and human trafficking. We're committed to conducting business in an ethical and honest manner, and are committed to implementing and enforcing systems that prevent illegal or unethical activity. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever we operate geographically. We uphold all laws relating to anti-bribery and corruption in all the jurisdictions in which we operate.

Tax and accounting transparency

We have an anti-tax evasion value statement and require all employees to act in a way which is consistent with our values.

Board Profile

We hold ourselves accountable to the standards of a US public company when it comes to our board profile. Applying the NASDAQ definition, 'Diverse' includes those who self-identify as female, an Underrepresented Minority or LGBTQIA+. We are proud to have diverse members from each of the three categories on our board. We fundamentally believe this leads to better decision making and a diversity of thought that best represents our employees, customers, suppliers, users, and other stakeholders.

Conclusion

Excavating the data for this report has been an insightful and fruitful process. We've learned a lot; we now have a better understanding of what we need to 'stop, start, and continue.'

2022 has been about setting the groundwork. From a DEI perspective, 2023 will be about activation – focusing on intentional recruiting, deep learning, and infusing DEI into Onfido's infrastructure. From an environmental standpoint 2023 is all about embedding sustainability throughout Onfido by taking actionable steps within our business units and policies to start reducing our emissions. We'll also be taking a special look at our procurement process to ensure that our vendors & partners hold similar standards and goals.

We'll keep you posted on our progress to positively impact the world in which we live, work and play.