

Gender and Diversity KPI Alliance

Bolstering our commitment to creating a more inclusive work environment, we joined the Gender and Diversity KPI Alliance (GDKA) in September 2020, and agreed to consistently use three key performance indicators (KPIs) to measure and improve gender and diversity at H&R Block. Derived from the work of the [World Economic Forum International Business Council](#), the [Global Reporting Initiative](#), and other sources, the KPIs include three high-level measurements that spotlight progress through an organization's structure. We are committed to collecting, managing, and reporting:

The percentage of representation on an organization's board

The percentage of representation by employee category

The ratio of compensation by employee category (*i.e. equal pay for equal work*)

In recognition of our efforts to ensure an equitable and inclusive workplace, we received a perfect score on The Human Rights Campaign (HRC) 2021 Corporate Equality Index for the second year in a row, earning us a spot on their list of "Best Places to work for LGBTQ Equality." HRC evaluated us on four pillars:

Non-discrimination policies across business entities

Equitable benefits for LGBTQ workers and their families

Supporting an inclusive culture

Corporate social responsibility