



KORN FERRY®

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Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them to hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. Headquartered in the United States, our more than 10,000 employees in over 50 countries deliver on five core areas: Organization Strategy, Assessment & Succession, Talent Acquisition, Leadership & Professional Development, and Total Rewards.

At Korn Ferry, we are driven by our purpose to enable people and organizations to exceed their potential every day. We are committed to sustainability. We established a target in 2021 to reduce total Scope 1 and Scope 2 (market-based) GHG emissions for our global offices by 30% by 2025, compared to our 2019 emissions.

We provide consulting services for our clients with a unique set of integrated, fit-for-purpose capabilities to help organizations realize their ESG and Sustainability ambitions. Our work that is related to the Climate Collaborative includes:

- **Health Care Delivery:** We offer our life sciences and healthcare clients creative ways to align their diversity, equity and inclusion and sustainability strategies and teams, so they can better serve diverse populations with high quality and sustainable products and services.
- **Supply Chain and Infrastructure:** We are doing work around sustainable supply chain management and helping clients build business diversity programs. As part of our ESG & Sustainability Center of Expertise, we undertake searches to place top talent in supply chain manager roles.
- **Health Professional Education and Communication:** We engage providers on how to create sustainable practices to address health equity by addressing people, practices, and programs. Our Social Determinants of Health work focuses on health disparity mapping, data integration, equitable policies and practices, community integration, and policy reassessment.
- **Policy, Financing and Metrics:** We bring together business leaders across the private and public sectors who are shaping the future of our world through positive change. As an example, Korn Ferry hosted a 10-week speaker series countdown to the 2021 United Nations Climate Change Conference (“COP-26”), highlighting leaders who are making an impact across a range of sustainability topics including racial equality, decarbonization, and renewable energy.

We are prepared to contribute to the work of the Collaborative as a Network Organization by sharing our research findings and insights. For example, Korn Ferry is undertaking a study on how companies are achieving their Net Zero strategy, through a people and organizational design model lens. We are convening Chief Sustainability Officers with their Chief Diversity Officer counterparts to discuss how the healthcare sector can move forward on Net Zero commitments. We are sharing insights on how to consider ESG factors within the broader healthcare sector, and connecting it to other priorities, such as health equity.

Regards,

Victoria Baxter  
Senior Client Partner, ESG & Sustainability