

UNGC

Communication on Progress

2020

The disruptions of 2020 gave us the opportunity to take a wider, deeper look at our sustainable responsibility and how we could connect our culture's informal values and interests with global sustainable initiatives.

Emphasized by 2020's highlighted social and environmental challenges, we felt this was a crucial time for Dataiku to formally communicate its commitment to being a positive actor on the world stage.

In November 2020, our CEO, Florian Douetteau, signed a letter restating Dataiku's commitment to the United Nations Global Compact ["UNGC"], making us active members and corporate advocates of Sustainable Development Goals ["SDGs"].

This first communication on progress ["CoP"] comes only 7 months after our commitment. It will, therefore, describe the process by which we have chosen which SDGs to focus on and the ways we intend to track our progress in 2021.



Connecting Our Mission to the SDGs

Though Dataiku instinctively resonated with the UNGC's goals, we took the time to reflect on all 17 SDGs to discern which ones we could advance with greatest impact. We chose to adopt an approach of quality over quantity, selecting a few goals that we could effectively help progress. Our process sought to find the overlap between the UNSDGs and our teams' operations dedicated to Diversity, Equity,

and Inclusion ("DEI") and legal and environmental matters (the Corporate Sustainable Responsibility team, "CSR" team). Ultimately, we hope to inform all Dataikers of how they can relate their roles within our nonprofit program Ikig.AI to the UNGC's mission, as articulated by the SDGs. Our CoP will start by describing how we connect our operations to the advancement of SDGs.

A - DIVERSITY, EQUITY, AND INCLUSION – SDGs 4, 5, 10

QUALITY EDUCATION



Often paired with our Ikig.AI charity program, Dataiku's DEI endeavours advance **quality education** for all, coinciding with **SDG-4**. Thanks to the [Dataiku Academic Program](#) and our [Ikig.AI](#) educational nonprofits, 26 Dataikers took part in this program in 2020, amounting to 110 hours of volunteering and supporting about 60 people. In 2021, we are expanding the scope of women we reach via mentoring, coaching, and introductory trainings to AI and to Dataiku. We notably want to emphasize support to underprivileged youth.

In addition, we introduced a [scholarship](#) in 2020 reserved for young women of non-European origins to help them access a joint Master in Data Science and Business Analytics at the prestigious French Business and Engineering Schools ESSEC and Centrale-Supelec. While we started by offering this to one young woman, our engagement is a four-year long one. We aim to expand its reach as we grow to promote diverse representations and contributions of women in technology.



GENDER EQUALITY



One of our key DEI missions is to advance **gender equality**, coinciding with **SDG-5**. We hold ourselves accountable to our commitment to this goal by annually reporting our global gender ratios and proportion of women in managerial positions (cf our DEI Reports).

Our internal Employee Resource Group (“ERG”) “Women in Leadership” also advances this development goal by empowering women across the company and providing them with a safe space for them to voice concerns, share best practices, and embrace ambitious career paths.

Finally, Dataiku’s CSR team prepared a DEI-focused corporate partnership with [Women in AI](#) (“WAI”) in the latter part of 2020. In their own words, WAI is a nonprofit do-tank working towards gender-inclusive AI that benefits global society.

We have committed to support WAI’s Accelerator Program as of 2021 in EMEA and the U.S. This engagement includes providing a global pool of 13 mentors from business & technical backgrounds and delivering tailored AI trainings. We will also provide financial support for the winner and special mentoring from our CEO.



REDUCED INEQUALITIES



The third SDG we have decided to focus on, which coincides with our DEI department’s operations, is that of **reducing inequalities, SDG-10**. A DEI Advisory Council was founded and elected in 2020. It serves as an advisory on issues of equity in the workplace.

Different ERGs have been created by Dataikers, committed to making the voices of underrepresented groups better heard. The LGBTQ+ ERG also marks our commitment to reducing inequalities. They have dedicated budgets and the autonomy to organize events and communications to best advance their mission as they see fit.

We piloted anti-racism and anti-discrimination trainings in our U.S. offices in 2020 to raise awareness of unconscious bias and reduce inequalities. Adaptations of these trainings will be deployed in all our regions in 2021, after we finalize vendor identification. We will use attendance and completion data as a way to measure Dataiku’s intent on reducing internal inequalities.

We have also reviewed our hiring process and job descriptions in 2020 to make them more inclusive and ensure we are giving underrepresented groups greater opportunities to join and thrive in our company. Albeit a sensitive matter, we want to measure how our recruitment is doing in this process. Though legal in the U.S., we are researching how we could measure this globally without breaching employees’ privacy rights in the rest of the world. As we write this report, we are preparing a self-identifying campaign to help us scope this.



B - BUSINESS ETHICS – SDGs 12

RESPONSIBLE AND SUSTAINABLE CONSUMPTION



We believe the implementation of our Sustainable Supplier Policy (“SSP”) demonstrates how we approach and seek to advance **responsible and sustainable consumption, SDG-12**.

Tracking the rollout of the SSP we wrote in 2020 will serve as a measure of our effective participation in this SDG. As a gage of our support of this goal, we intend to increase the number of our suppliers (as a proportion of our spending) that ratify and commit to adhering to our sustainability principles, focusing on the proportional progression per significant financial investment.

In 2020, we were proud to write our Sustainable Supplier Policy. As of 2021, we will start tracking its signatories to measure how we contribute to sustainable and responsible consumption. We decided to focus on our largest suppliers (measured by expended sum in 2019) to pilot our methodology and implementation process. While we initially narrowed our scope to marketing and office management suppliers (owners of Dataiku’s major expenses), we plan to expand it to our overall procurement in due course.



C - ENVIRONMENT – SDGs 13, 14

CLIMATE ACTION



In 2019, we committed to publishing yearly environmental reports. Today, Dataiku's CSR team is committed to integrating climate action into Dataiku's strategy (cf our 2020 Environmental Report). In 2020, we laid the groundwork for our contributions to SDG-13 which we will deploy in 2021. Essentially, we mapped out our operations to identify where and how we could manage and reduce the marginal progression of CO₂ emissions relative to our global growth.

One of our key contributions to Climate Action started with the launch of an internal Green AI research project with our R&D and product teams. Together, we're rallying forces to tackle the issue of digital pollution resulting from data centers' operations. Though our 2020 Dataiku-based carbon footprint measurement revealed a 73% decrease from our 2019 emissions, it uncovered a considerable 268% or 3.7 fold increase in CO₂ emissions resulting from data

center usage. Tackling energivore data centers and machine learning operations thus became an urgent matter to us, with major consequences on Climate Action.

Dataiku is committed to annually reporting its carbon emissions in its environmental report. In 2021, we will refine our reporting by expressing our carbon footprint per million \$ of revenue, thus tracking our relative carbon emissions' reduction. We esteem this act of disclosure commits us to staying honest about our carbon footprint, holding us accountable to its reduction.



C - ENVIRONMENT – SDGs 13, 14

CLIMATE ACTION

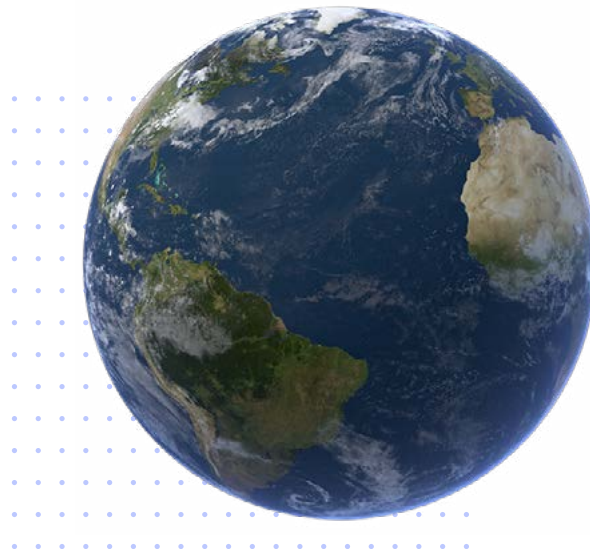


We also wish to inquire into Dataikers' willingness to adopt long term changes to their routine, to assess whether minimizing business travel permanently will not further harm mental health and work-life balance. Aware of 2020's difficult and abrupt passage to total remote-working, this inquiry is cautious to take Dataikers' positions and needs into account in light of 2020's social restrictions. We hope this audit will also help us measure our contribution to Climate Action.

To make due with Dataiku's hyperscaling trajectory, we have turned to carbon offsetting to mitigate the carbon emissions we cannot yet afford to do away with. In 2020, we turned to Blue Carbon offsetting (defined as carbon captured by the world's ocean and coastal ecosystems) by partnering with Tenaka for optimal positive impact. Tenaka is a French startup that leverages artificial intelligence to help companies offset their carbon footprint by harnessing their expertise to restore coral reefs and mangroves.

Marine ecosystem rehabilitation compelled us in virtue of its nearly immediate positive impact on underwater biodiversity and effective carbon absorption. Indeed, even though coastal wetlands (i.e. mangroves, algae, seagrass...) make up only 2% of the ocean's surface, they sequester 50% of all CO₂ captured by the ocean (the other half is absorbed by phytoplankton and whales). Their restoration is, therefore, critical and has Pareto-like repercussions.

In addition to its powerful contribution to environmental restoration, Tenaka empowers local communities thanks to its operations boosting primary education, employment, and overall revaluation of their natural environment. Our partnership thus furthers our contribution to climate action, quality education, and reduction of inequalities.

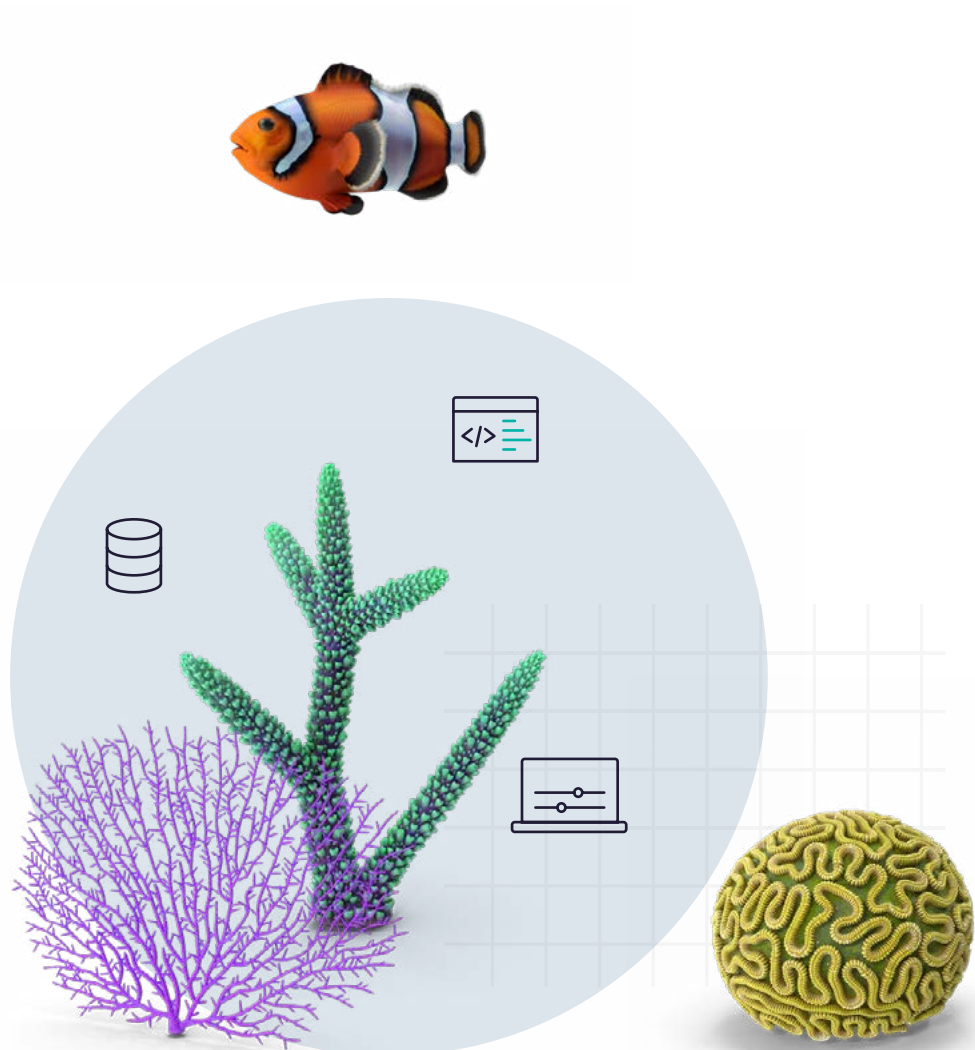


LIFE BELOW WATER



Furthermore, our transition from tree-planting induced Green Carbon offsetting to Blue Carbon, Ikig.AI's support of The Ocean Cleanup, and The Billion Oyster Project ("BOP") make Dataiku a contributor to **SDG-14, LifeBelow Water**. By providing a free Dataiku license and data science support to The Ocean Cleanup, we boost its mission of ridding the ocean and rivers of plastic. In BOP's case, our New-York based Dataikers volunteered to restore oyster beds in the Hudson river in 2019.

In light of physical gathering restrictions in 2020, we anticipated ways of mustering greater employee awareness and adherence to Climate Action. To name one, we are resolved to organize beach cleanups in France, Australia, and all other beaches where the Sustainable Ocean Alliance's ("SOA") presence coincides with Dataikers'.



D - PARTNERING DEPARTMENTS (DEI X ENVIRONMENT) – SDGs 17

PARTNERING FOR THE GOALS

17 PARTNERSHIPS FOR THE GOALS



An integral part of Dataiku’s mission is helping employees better collaborate, regardless of technical background. The concept of partnering to achieve greater, bolder goals has thus always been close to our heart. From Dataiku’s academic and business partners to our Ikigai.AI partnerships (to which Dataiku dedicates >1% of its yearly revenue), we are strong advocates of joining forces for the greater good. We are therefore dedicated to **SDG-17, partnering for the goals**.

In addition to the support we provide to organizations seeking to positively impact the planet and society (free Dataiku licenses and pro-bono work from our employees), we have been active members of Tech4Good since 2020.

Our commitment to advancing macroeconomic stability was also demonstrated by our legal department’s publication of an anti-bribery and anti-corruption policy to promote fairness and transparency throughout business operations. Finally, we are committed to strengthening our data privacy policy to ensure the safety and responsibility of the AI we enable and operate.

Writing our communication on progress highlighted how the UNGC SDGs echo Dataiku’s corporate sustainability priorities and objectives. Besides validating our intentions, this realization further spurs us on our trajectory and empowers us to engage all employees on advancing this global mission.

