Vistaprint Earns Top Marks in Human Rights Campaign's 2021 Corporate Equality Index

January 28, 2021 at 8:00 AM EST

Vistaprint earns 100 on the Human Rights Campaign Foundation's annual assessment of LGBTQ workplace equality

HRC Best Places to Work for LGBTQ Equality

Vistaprint, the marketing and design partner to small businesses, announced today that its primary U.S.-based subsidiary company, Cimpress USA, received a perfect score of 100 on the Human Rights Campaign Foundation's 2021 Corporate Equality Index (CEI), the nation's preeminent survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Powered by this perfect score, Vistaprint earned the designation of being one of the "Best Places to Work for LGBTQ Equality" in the United States.

> "We are honored to be one of HRC's Best Places to Work for LGBTQ Equality. It is a distinction we hold in the highest regard and consider it to be added motivation as we continue our journey to strengthen and elevate diversity and inclusion at Vistaprint," said Emily Whittaker, President of Vistaprint, North America. "We continue to build upon the strong foundation which helped us to achieve top marks in 2021 through our proactive diversity and inclusion strategy with immediate and multi-year goals for growth."

Over the past year, Vistaprint has introduced a number of new programs in its continued support of equality in the workplace. The company has rolled out a series of LinkedIn Learning Module trainings on diversity and inclusion and published internal gender transition in the workplace guidelines. Vistaprint has also held virtual PRIDE speaker events, including those with celebrities like Bobby Burke of *Queer Eye*, produced PRIDE marketing products, and sponsored a job fair for the New England Trans community at First Event Boston.

> "From the previously unimaginable impact of the COVID-19 pandemic, to a long overdue reckoning with racial injustice, 2020 was an unprecedented year. Yet, many businesses across the nation stepped up and continued to prioritize and champion LGBTQ equality," said Alphonso David, Human Rights Campaign President. "This year has shown us that tools like the CEI are crucial in the work to increase equity and inclusion in the workplace, but also that companies must breathe life into these policies and practices in real and tangible ways. Thank you to the companies that understand protecting their LGBTQ employees and consumers from discrimination is not just the right thing to do—but the best business decision."

The results of the 2021 CEI showcase how 1,142 U.S.-based companies are promoting LGBTQ-friendly workplace policies in the U.S. Additionally, 57% of CEI-rated U.S. companies have global operations which help to advance the cause of LGBTQ inclusion in workplaces abroad. Vistaprint's commitment to diversity and inclusion aligned well to meet CEI's criteria earning the company a 100 percent ranking and the designation as one of the *Best Places to Work for LGBTQ Equality*.

The perfect score from the Human Rights Campaign is a significant recognition for Vistaprint. Earlier this month, Vistaprint also earned a place as one of the best remote-first workplaces in the U.S. and on the Boston Best Places to Work list from *Built In*. Vistaprint's CEO, Robert Keane, was also recently honored with Comparably's Best CEOs award, listing him among the top CEOs according to employees.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

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About Vistaprint
Vistaprint is the marketing partner to millions of small businesses around the world, empowering each one to live their dreams. For more than 20 years, we have helped small businesses look and feel credible through high-quality marketing products and solutions that include signage, logo apparel, promotional products, face masks, flyers, postcards, business cards, websites and digital marketing. With Vistaprint, small businesses are able to create and customize their marketing with easy-to-use digital tools and design-templates, or by receiving expert graphic design support. In 2020, Vistaprint acquired 99designs to expand its design offering via a worldwide community of more than 150,000 talented designers to make it easy for designers and clients to work together to create designs they love. Vistaprint is focused on making great marketing and design accessible to every small business owner, allowing them to create a cohesive brand image for use in-store, online and on-the-go. To learn more, visit: https://www.vistaprint.com. Vistaprint is a Cimpress company (Nasdaq: CMPR).

About The Human Rights Campaign Foundation
The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.