

## **Rebecca Grattan**

### **CHIEF PEOPLE AND CULTURE OFFICER**

Rebecca Grattan joined Avast as Chief People and Culture Officer in February 2020. She is responsible for the Human Resources and Facilities functions within the company.

Ms. Grattan brings extensive global human resources and transformation experience through a career which includes executive, interim, consultancy and non-executive positions in the UK, as well as internationally.

Ms. Grattan is adept in designing and implementing strategies which enhance the employee experience and develop a high performance culture. She has an extensive background in operating models and organizational design through work with start-ups, through M&A and publicly listed businesses, and has worked successfully through and with global teams.

Ms. Grattan has particular interests in creating an organizational climate and culture where people thrive and where under represented groups can be supported to achieve their potential. She has championed programs to highlight and tackle gender, LGBTQ+ mental health and wellbeing, and has been involved in a range of 'Women in Tech' initiatives.