

Our Commitment to Racial Equity

Our efforts to build a more diverse, inclusive and equitable world - socially and economically - for our Colleagues, Culture and Communities

COLLEAGUES

Double **Black management representation** in the U.S. by 2024

Ensure **underrepresented candidate interview slates** for all open roles (persons of color for U.S. positions)

Double **investment in early career programs** (including with Historically Black Colleges and Universities)

Launch **mentoring and leadership development programs** tailored for persons of color

Appoint **Global D&I Officer** accountable to the CHRO, CEO and Board of Directors



CULTURE

Invest in multi-year education to **build cultural competence for all employees** (D&I workshops for U.S. Leaders in 2020, Global 2021)

Institute **D&I Performance Scorecards** for all Business Units & Functions

Hold 100% of people managers accountable for **delivering an annual D&I objective**

Mobilize **Brands and Marketing partners** to drive change, equity and inclusion

Honor **Martin Luther King Jr. Day** as paid U.S. Holiday and recognize **Juneteenth** with a U.S. day of service



COMMUNITY

Commit to spend **\$1 billion with minority and women-owned businesses** by 2024

Enable **100% of our Business Units to have partnerships** supporting underrepresented communities

Establish multi-year **signature partnership with Boys & Girls Clubs of America** to help close opportunity gap for youth



Fund **signature multi-year college scholarship program** for underrepresented youth in the U.S.

