

# Commitment to DE&I and supporting messages

DIVERSITY, EQUITY, INCLUSION & CULTURE

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## Our Commitment to DE&I Statement

Diversity, equity and inclusion power innovation and success among our employees, help us gain competitive advantage, and guide our actions and contributions to communities around the world. Our company, teams and society thrive when everyone is included and respected, and we are unwavering in our commitment to create stronger environments where everyone belongs.

## Diversity, Equity and Inclusion Enable Innovative and Differentiated Solutions

By harnessing the diverse perspectives, skills and innovation from every person, we provide superior solutions to our customers and drive innovative engineering, best-in-class quality, manufacturing efficiencies, world-class sales and services, and more. With an international workforce of almost 60,000 employees operating in 59 countries, diversity, equity and inclusion have always been critical to our success as a global power leader. Global diversity facts and statistics show us that when companies excel at diversity and inclusion they perform better. Inclusive environments enable us to operate better across cultures, functions and languages to solve the challenges and seize the opportunities of a global customer base and ever-evolving demographic shifts. Meeting the evolving needs of our international workforce, we continuously improve our talent practices to drive systemic change in the company's culture and ensure fair and equitable outcomes for all employees. As we mobilize diverse teams, we power our customers' success, wherever we are.

## Diversity, Equity and Inclusion (DE&I) Empower our Communities

DE&I is also integral to the way we conduct ourselves as a corporate citizen, and we embrace our legacy and responsibility to be a values-driven, positive force in society. We recognize we are only as strong as the communities where we operate, and we intentionally take actions that focus on uplifting those who remain unfairly disadvantaged.

Our leaders and employees enable positive change by breaking down barriers, responding with empathy, and creating equity of opportunity. We make a difference in the lives of many because, no matter where we go, what communities we work in, what philanthropic endeavor we choose, we bring our desire to see a more prosperous world where all people are embraced for who they are and what they aspire to achieve.

For example:

- **Cummins Powers Women** is a multi-million-dollar investment designed to create large-scale change in the lives of women and girls globally. Around the world, girls are less likely to finish high school, more likely to be married, and less likely to have career prospects or receive fair pay as adults. However, when women and girls have equal opportunity for education, skills development, pay, childcare and healthcare, girls, women, families and economies prosper. Our partnerships with respected, global nonprofit organizations that focus on gender equality help us create change.
- Our **Cummins Advocating for Racial Equity** initiative in the United States aims to dismantle institutional racism while creating systemic equity. The initiative advocates for

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racial equity for Black people in police reform, criminal justice, social justice and economic empowerment. We are fully committed to ending institutional racism because it weakens our communities in every way.

- The **Global Disability Inclusion Strategy** aims to create accessible, inclusive workplaces and communities where people with disabilities are enabled to fulfill their potential. Through education, strategic partnerships, and financial investment toward improving the accessibility of our technology and facilities – to name a few – we strive to become an employer of choice for people with disabilities and to work in our communities to reduce barriers to employment for people with disabilities.
- **LGBTQ+ Safe Leader Training** is a global skill-building program created and delivered by the Cummins Pride Employee Resource Group for over a decade. The program is available to our employees and shared with external organizations through professional networks and business partnerships. The training includes a nuanced overview of how to effectively address topics related to lesbian, gay, bisexual, transgender, queer and other identities that span the diversity dimensions of sexual orientation and gender identity (LGBTQ+) that can manifest conscious or unconscious bias in the workplace. In psychologically safe spaces, participants engage in interactive role-play activities to apply learnings.
- Our robust **Veterans Strategy** is designed to build strong partnerships and invest our people, energy and financial resources to shape military recruiting and retention programs, and to advance initiatives that focus on improving the lives and well-being of veterans and their families.