

# PANDUIT DIVERSITY & INCLUSION STATEMENT

## DIVERSITY THE MIX

*The collective mixture* of individual and organizational characteristics, values, beliefs, experiences, abilities, background, preferences, and behaviors that shape our insight and perspective.

## INCLUSION MAKING THE MIX WORK

An *environment* in which all individuals are valued for their unique perspectives, treated fairly and respectfully, have full access to opportunities and resources, and are empowered to contribute fully to the organization's success.

### Vision

Panduit aspires to be recognized by our employees, our community and our customers as a company that embraces diversity and inclusion. We want to leverage an expanded pool of talent, seek out and attract diverse candidates, increase employee engagement, and bring unique perspectives to our decision making and innovation.

### Benefits and Business Case

Diverse and inclusive companies are better able to win top talent, improve customer satisfaction, drive employee engagement, and make more informed decisions leading to increased innovation and performance. That's particularly true for talent pipelines: attracting, developing, mentoring, sponsoring, and retaining the next generations of global leaders at all organizational levels.