



**SIEMENS**

*Ingenuity for life*

# Diversity, Equity and Inclusion

Siemens is a richly multicultural organization with operations in nearly every country in the world. Our diversity practices are built on awareness and respect for local histories, cultures and needs. Here in the United States, Siemens promotes diversity at all levels, from entry level to the highest ranks. We recognize and respect differences and similarities that make our U.S.-based companies more competitive. Because we believe that all these similarities and differences enhance our strength as a company.

## Employee Resource Groups at Siemens

Siemens sponsors Employee Resource Groups (ERGs) formed by employees with commonalities in areas such as ethnicity, gender, disability and sexual orientation. With 10,000 ERG members, 10 ERGs and several active chapters, ERGs offer employees an inclusive, supportive environment, networking opportunities, tools to promote personal and professional development and access to mentoring networks.

At the same time, ERGs add value to the company and employee engagement by helping to drive these four key objectives: business alignment, personal and professional development, talent acquisition and community involvement. Our ERG focal areas include: Lesbian, Gay, Bisexual, Transgender (LGBT); generational; Hispanic; black; Asian; veterans; eco-friendly; and women.

*“Focusing on diversity and inclusion is a core part of our business strategy.”*

– Barbara Humpton, CEO Siemens USA

## Sustaining and developing Siemens' position as a Diversity Employer of Choice, Siemens has been recognized for our commitment to diversity:

- Siemens selected for the 17th year as a **Top Supporter** of Historically Black Colleges and Universities (HBCUs) by the deans of the 15 Accreditation Board for Engineering and Technology, Inc. accredited (ABET), HBCU engineering programs and the corporate academic alliance Advancing Minorities' Interest in Engineering (AMIE)
- 2020 *Fortune's* Most Admired Companies and No. 1 for the fourth year in a row in the Industrial Machinery Category
- 2019 *Forbes' America's Best Employers for Women* for the second consecutive year
- Proudly stand as a member of the Human Rights Campaign's Business Coalition for the Equality Act, and are honored to be recognized on the Corporate Equality Index 2020 list for earning a perfect score

## Other Initiatives to Develop Future Leaders:

Other Investments in Historically Black Colleges and Universities: Smart Infrastructure provides 200-plus African-American high school students from Chicago Public Schools the opportunity to visit and tour Historically Black Colleges and Universities (HBCUs). Siemens DI SW Software has provided more than \$1.2 billion based on commercial value of in-kind software to HBCUs. Siemens / National Academy of Engineering Fellowships were provided for two AMIE (Advancing Minorities' Interest in Engineering) students with a cash value of \$15,000.

## Disability Awareness at Siemens

SiemensAbility's vision is to provide a world where barriers are removed, perceptions are changed, and everyone has the opportunity to participate fully in community life.

## Some important initiatives include:

- LIFE@Siemens: Learning Internship for Future Employment is designed to help special needs children develop independence while learning skills that will translate into being able to thrive and contribute in a workplace after school
- Community Outreach: Members volunteer with non-profits and government organizations
- Special Olympics: Members volunteer at summer games and participate in fundraising events

## Supplier Diversity Program

The mission of our Supplier Diversity Program is to give businesses owned by minorities, women, the disadvantaged, the disabled, veterans and other diverse suppliers maximum opportunity to participate in our competitive contracting and procurement processes. During our fiscal year ending Sept. 30, 2019, Siemens USA (Siemens Energy, Inc., Siemens Industry, Inc., and Siemens Healthineers) spent \$1.25 billion for goods and services from small and diverse-owned businesses.

Our Supplier Diversity Program makes it easy for potential suppliers to do business with Siemens.

[usa.siemens.com/diversity](https://usa.siemens.com/diversity)