



## Diversity, Inclusion, and Belonging

**PMI Worldwide believes that diversity of people, perspectives, and ideas is critical to building a world-class, innovative company and strengthening representation.** Diversity is foundational to our company's values. We prioritize building inclusive, collaborative teams and strong external partnerships to deliver excellence on behalf of our customers and society.

We strive to weave a lens of diversity, equity, and inclusion into all our business practices, both internal and external, in coordination with our employees, customers, suppliers, and the communities we serve.

### **Talent and Leadership**

We recognize that diversity of people and perspectives is critical to our company's success. We are dedicated to increasing representation and inclusivity across the company through a focus on recruitment and engagement. We closely monitor compensation, performance management, and promotion metrics to ensure equity.

### **Culture, Belonging, and Respect**

We seek to empower employees to do their best work every day by encouraging everyone to actively participate in building our culture. We demonstrate respect for co-workers and customers through active listening at all levels. We expect that leaders and employees hold themselves and their colleagues accountable for creating a fair and inclusive environment. In emphasizing a culture of belonging, we lead with empathy, encourage compassion and open-mindedness, and seek diverse voices.

### **Marketplace Representation**

We aim to increase representation in our product designs, brand ethos, and partners. We also believe that creating a more inclusive supply chain will foster new ideas, capabilities, and innovations to our business and the world. We seek to identify and cultivate a diverse supplier and creative network that amplifies the voices and talents of underrepresented groups.

### **Collaboration and Transparency**

We encourage open and real conversations about our experiences, challenges, and wins. We actively engage our employees, customers, brands, and partners on the importance of diversity, inclusion, and belonging. We commit to publishing key performance metrics annually and holding ourselves accountable to progress.

**At PMI, we work every day to refine and improve our culture.** We encourage employees to engage deeply and openly with their PMI colleagues and their local communities. We know there is work to do to improve our company and to strengthen society, and we are eager to be an active part of the journey.