As a growing global enterprise, Ball Corporation is committed to building an inclusive culture that truly values diversity. One of Ball’s guiding principles is that successful companies employ people with various backgrounds, experiences, perspectives, competencies, cultures and aspirations. This is why Ball continues to invest in what we know matters — an environment that thrives because of our differences and that drives innovation as a means to accomplishing unimaginable success! While we try to embed our inclusion and diversity into all that we do, here are just a few examples of the types of programs, processes and mindsets that we use to create a better company for all of us:

- **Ball’s Board of Directors** — The responsibility of prioritizing and emphasizing our diversity and inclusion initiatives is of the highest order with our board of directors. This important initiative is one of the four goals that our chief executive officer regularly reports on to our board. At the same time, our board recognizes the importance of leading by example, and to that end, we have onboarded five new directors in the past four years, four of whom are from diverse backgrounds.

- **Executive Sponsorship and Engagement** — Our Ball Resource Groups (BRGs) currently have more than 2,000 employee members who celebrate the diversity that Ball is committed to representing. Ball has very strong executive-level engagement with more than 90 percent of our vice presidents and above currently acting as an executive sponsor of one or more of our BRGs.

- **Diversity and Inclusion Council** — Ball has an active Diversity and Inclusion Council that is composed of senior leaders from our Talent Management, Human Resources, Corporate Communications and Legal functions, as well as representatives from each of our businesses. The purpose of our council is to provide executive-level engagement and to help guide our diversity and inclusion efforts.

- **“I’m All IN” Vlog and Podcast** — Last year, Ball launched our new “I’m All IN” internal and external vlog and podcast, which are social media platforms that offer employees the opportunity to have a voice around things that may be affecting their environment and that...
encourage open and honest discussions about topics such as Speaking Inclusively, Disabilities Awareness, Pride in Our Perfect Corporate Equality Index Score, the Challenges in Hiring Diverse Talent and the Value of Community Outreach — to name just a few.

- **Women’s “Power Hours”** — Every other month, our Women’s BRG sponsors a lunch and learn discussion that focuses on various challenges for women in the workplace, including but not limited to Work-Life Balance, the Power of Vulnerability, Everyday Leadership and Career Advice You Aren’t Getting.

- **Thinking, Speaking and Meeting Inclusively** — Ball has produced a series of trainings that help address the issue of unconscious bias in the workplace. The series includes modules on thinking inclusively, speaking inclusively and how to run inclusive meetings. Ball is committed to investing in its employees by making available our training modules on an ongoing basis.

- **BRGs and Ball Interest Groups (BIGs)** — At Ball, we believe BRGs and BIGs are our “secret sauce” for building an inclusive culture. These groups offer enhanced opportunities for professional development and employee support. Increasingly our BRGs are called upon to provide input in solving business challenges. For example, recently our vice president of innovation engaged members of our Young Professionals BRG to help solve challenges that we were unable to decode ... until we brought fresh minds to the idea. By being relevant to our business, we achieved a 60 percent year-over-year increase in participation in our BRGs and BIGs.

- **Supporting the LGBT Community** — We are proud to say that Ball has earned a 100 percent score on the Human Rights Campaign’s Corporate Equality Index for three consecutive years. We also support the LGBT community by participating in the annual Pride Fest parade in Denver, and last year we hosted our inaugural Transgender Day of Remembrance event sponsored by our LGBTA BRG. We also began drafting gender transition guidelines and resource guides to help our employees understand the unique challenges of the transgender community and how they can support their transgender co-workers. At Ball, support for the LGBT community is more than just a talking point — real lives have been affected by our commitment to its LGBT community, as evidenced by the following testimonial from one of our transgender employees: “Because I made the choice to go through gender reassignment surgery I didn't think I had a future as an employee at Ball. That was until I learned that Ball Corporation scored 100 percent on the Corporate Equality Index. This gave me hope that Ball was a company where I could safely transition, as well as the confidence to share my story. Ball supported me through my transition and created policies and guidelines for those who will make the same choice in the future.”

- **Talent Focus on Women Leaders at Ball** — This year, Ball is kicking off a new Talent Management program: “2018 Talent Focus on Women Leaders at Ball.” This event is designed to connect women globally and foster sponsorship and mentorship through workshops, speakers and discussion groups.
While we know we have more work to do to create a more inclusive and diverse environment at Ball, we are starting to see some promising results. For example, we have seen a 5 percentage point increase in the number of diverse employees we have at Ball over the past two years. This includes the increased hiring of females at all levels in our company — including top executive levels. We look forward to continuing to learn about other companies’ best and next practices and to grow in this area.