Caterpillar offers products and services that help build, power and develop communities and improve living standards for people everywhere. We are proud that, through the work and dedication of our global team, our solutions help our customers build a better world.

We are also proud of our team: a team that speaks more than 100 languages and represents a myriad of diverse backgrounds, experiences and perspectives. We know this diverse culture and character make us stronger.

We are united by Our Values in Action. This common set of Values — integrity, excellence, teamwork, commitment and sustainability — defines what we stand for and how we conduct ourselves with our customers, dealers, suppliers and one another.

With Our Values as our foundation, we foster a diverse, inclusive and safe work environment. Caterpillar knows inclusion drives business results, and with a diverse team, we are better positioned to help our customers succeed.

Caterpillar’s people can achieve superior business and personal results.

Our strategy includes creating a meaningful work experience to support our people — an experience that is diverse, inclusive and represents today’s workforce and the next generation of talent.

Our Pillars of Success

- Embed diversity and inclusion as a key enabler of our enterprise strategy and a defining attribute of a meaningful work experience.
- Starting with executive leadership, drive accountability and ownership for diversity and inclusion through all levels of the organization.
- Commit to progress by sharing diversity metrics and communicating results both within our company and with our partners, including our suppliers and dealer network.
- Build an enabling work environment to encourage best practice sharing.
- Foster intentional personal and professional development to empower and grow our global team.
Our Must Wins

• **Women in Leadership (WIL)** — Inclusion drives business results, and Caterpillar knows that when it focuses on having the best talent — including a more gender-balanced workforce — everyone benefits. The more diverse our team, the better positioned we are to meet the needs of our customers.

Our WIL initiative is an intentional, focused step on a continuous journey toward a more diverse and inclusive team, helping us achieve our aspirational goals of 29 percent female employees and 25 percent female leaders by 2022. Through partnerships with the Society of Women Engineers and investments in science, technology, engineering and math (STEM), we are developing our female talent and building the next generation of female leaders.

The company sponsors several leadership development courses to promote the goal of creating a more gender-inclusive culture, including courses designed specifically for male leaders. Breakthrough Leadership — Men as Allies is the first Caterpillar program of its kind to talk specifically about actions and behaviors that disadvantage and disengage a minority population of our workforce. By focusing on developing inclusive leadership strategies and sharpening awareness of one’s individual leadership journey, our organizational culture and gender biases, participants become more fully empowered inclusive leaders, creating more success for both men and women.

• **Building Diversity** — The first step in building the best team is creating a culture of inclusion. Only then will we be able to engage diverse talent. Our success depends on our ability to be inclusive of all thoughts and ideas, and our ability to collaborate and execute without boundaries. The best team includes people of all backgrounds, perspectives and demographics.

Our Building Diversity initiative identifies opportunities to attract, develop and retain diverse populations within Caterpillar, beginning with U.S. ethnic diversity and eventually expanding to other demographics around the world.

As the initiative is in its early stages, a key component to its success is strengthening Caterpillar’s partnerships with affinity organizations including the National Society of Black Engineers, National Association of Black Journalists, National Association of Black Accountants and the National Society of Hispanic MBAs. Together, our goal is to provide more professional development, increase internship opportunities and expand recruiting efforts to more intentionally grow the pipeline of diverse talent.

• **Employee Resource Groups (ERGs)** — To ensure our commitment to diversity and inclusion spreads throughout our company, Caterpillar established ERGs, which connect dedicated employees who share similar life experiences or interests. These groups provide opportunities for personal and professional development and help drive
innovation, too. Currently, Caterpillar has 14 ERGs with chapters in 126 Caterpillar locations in more than 20 countries across the globe and more than 8,000 members. That means almost 10 percent of our employees belong to an ERG.

Not only do our ERGs model our values and a true diversity and inclusion culture, they also positively affect our business. They create leadership and development training. They provide translation services for our company and our customers, and provide the comforts of a familiar environment to their colleagues that transfer to a new country. They also help us address crucial issues such as immigration, veteran support services and disability awareness.

Diversity and inclusion is more than just what we do, it reflects how we run our business and how we treat one another. Because ultimately, Caterpillar believes progress begins when employees with different opinions, experiences and backgrounds come together, and that’s how we fulfill our purpose to help build a better world.