Many voices. One shared purpose ... Helping Realize Life’s Potential.

Our goal is to continuously improve and sustain an inclusive culture in which diversity provides deeper customer insights and creates a competitive advantage in the markets we serve. By attracting, developing and engaging the best team of diverse and empowered associates we help realize life’s potential for ourselves, our customers and our shareholders.

We don’t look the same, act the same or think the same, but we’re united by a shared purpose. We believe that real breakthroughs come from teams that think big, encourage all voices to be heard and respect each other’s differences — different ideas, different perspectives and different experiences. That’s why we’re working hard to build an organization that celebrates difference, learns from diverse perspectives and values inclusion as a core foundation of our company culture. Working at Danaher means thinking big, winning together and always bringing your true self to work.

**Valuing Difference**
- We respect each other and find strength in our differences.
- We discover new possibilities by embracing unique perspectives, backgrounds and experiences.

**Journey to Inclusion**
- Our Diversity and Inclusion journey is a cultural transformation that will continue to build and improve over time.
- You are more than just heard -- your voice is valued and has real impact on business outcomes.

**One Shared Purpose**
- We have a multitude of viewpoints and perspectives but work together towards our shared purpose.

**Drive Innovation Together**
- At Danaher diversity empowers creativity and unconventional thinking, helping us...
uncover breakthrough solutions. We believe that a spirit of collaboration, trust and mutual respect drives efficiencies and accelerates the pace of innovation.

**Establishing a Strong Foundation to Scale Globally**

Our diversity and inclusion (D+I) journey started in earnest in 2015. We set out to design a series of leadership development courses that would create a solid foundation. From conception to deployment — in five months, we launched Building Inclusive Leaders (BIL), for people leaders, and Building Inclusive Teams (BIT), for all associates, in mid-2016. Both courses have the following key learning objectives:

- **Describe** and discuss key D+I terms and concepts.
- **Identify** the impact of perceptual filters and how attitudes and behaviors enhance or detract from meeting business objectives.
- **Create** competitive advantages for ourselves by leveraging the diversity of our teams and developing an environment of trust, respect and inclusion.
- **Practice** the leadership skills and key competencies that support an inclusive and engaged workplace.
- **Recognize** the associates’ role in leveraging D+I and the key competencies required for leading a diverse team.

**Top-Down Support**

Our CEO, executive leadership team and all business presidents were the first group to experience and participate in BIL — a 5-hour, in-person course in 2016. To date more than 4,000 people leaders have completed the in-person course around the globe. We have been able to cascade the messaging and learning to ensure leaders are able to communicate the business rationale and objectives to their teams.

**Global From The Start**

We continue to deliver BIL in all regions around the globe with a faculty of experienced D+I practitioners leading those experiences. In 2018, we will deliver more than 175 BIL sessions in 20 countries.

**Relevant For All Associates**

BIT is a 90-minute, e-learning course that has parallel learning objectives to BIL. BIT is currently available in 13 languages, so associates can experience the content in their native tongue.

**Foundational**

We have been able to root our D+I Journey in a common language and vocabulary by using BIL and BIT. All Danaher businesses ground their D+I action plans on concepts introduced in BIL and BIT.