OUR PEOPLE innovate and drive growth...

Processes and systems don’t innovate. People innovate. And when you think about what that means, it means that for every team that we have on the ground at Eastman they’ve got to be absolutely, fully engaged. That’s why inclusion and diversity are core elements of our corporate strategy at Eastman.

A diverse and inclusive environment for Eastman is exceptionally important for how we’re going to exceed in the world. We’re growing a powerfully diverse workforce with increasingly diverse talents, perspectives and experiences that bring the best ideas to the table. But if you don’t make the time to actually understand someone, odds are you’re not going to understand how to include and get the best out of that person. That’s why we’re also fostering inclusion that inspires innovation, encourages respect and enables contributions at the highest level.

Eastman’s inclusion and diversity strategy is about growth and innovation. It’s about providing a future for our company, which is extremely important because when the company wins, our people win, our community wins and our customers win.

As we continue our journey to become a leading specialty materials company, we also continue our inclusion and diversity journey. Are we there yet? No, but we’re much closer than we were and continue to reach for where we want to be.

Making inclusion and diversity part of our everyday life

Inclusion and diversity are embedded in our governing principles and corporate strategy through the principle of “inspiring talented people to innovate and drive growth.” This is critical as we accomplish our vision of becoming a leading specialty materials company.

We believe inspiring is engaging every employee to operate at peak levels of performance, creating a desire to take an active role in shaping our company’s
future. **Talented people** means we attract, develop and retain a diverse talent base with the capabilities required to execute our strategy, both now and in the future, and to innovate and drive growth means we create an environment that enables everyone to contribute to their fullest potential, leveraging their unique expertise and insights to accelerate our transformation.

We continue building a culture of inclusion and diversity through multiple levers, with the objectives of mitigating unconscious bias; fostering inclusion through Eastman Resource Groups (ERGs); attracting strong, diverse talent; and accelerating the development and retention of strong, diverse talent to help us achieve our corporate vision.

**Transforming leaders**

We expect our Senior Leadership Team to model Eastman’s cultural and leadership behaviors to develop the next generation of leaders within Eastman. Our leaders are held accountable for building and inspiring high-performing teams.

We began hosting immersive Leadership Learning Labs for senior leaders and leaders who have the ability to influence and drive change throughout the company. The nearly 150 graduates from the 3.5-day residential training are transforming themselves and driving a more diverse and inclusive culture in our company and communities. These labs have been transformative, with one leader stating, “The most powerful lesson I learned at the diversity workshop was that everybody’s an individual and everybody has their own story … and what that means is that a lot of presumptions and assumptions that I’ve made about people based on any number of facets that I can observe with my eyes have been wrong a lot of times.”

In addition, we’re transforming gender diversity at the leadership level by making intentional investments and building our mentoring network to accelerate the readiness of women for leadership roles. In the past two years the rate of women being promoted within professional and management roles is increasing.

Our overall focus is ensuring that we create an inclusive environment in which all of our Eastman team members can excel and develop to their full potential. We believe effective leaders help inspire team members to take an active role in shaping our company’s future, which contributes to our bottom-line results.

**ERGs leading the way**

In 2015 we formally launched our first ERG. Today nearly 900 Eastman team members are engaged and being inspired through Eastman’s five ERGs. These ERGs are providing sustained long-term value creation to the company, supporting the attraction, development and retention of talent. We are leveraging ERGs to help expand our on-campus presence at target schools; enhance our interviewing and onboarding experience; and recruit new talent through diverse, professional networks. Attracting the right talent is a key component of our strategy and to achieving our bottom line.
This engagement by the ERGs has increased our pipeline of diverse talent.

ERGs have created new development opportunities such as skill-building and career development forums, mentoring programs, and one-on-one career coaching.

They foster engagement and retention through heritage month celebrations, welcome lunches and packets, networking forums, and community involvement.

→ Eastman Diversity & Inclusion web page

→ Eastman ERG web page