ONE OF EATON’S aspirational goals is to be a model of inclusion and diversity in our industry — a place in which all employees feel valued, respected and included. We set this goal because we believe diverse and inclusive organizations are more successful, but more importantly, because it is the right thing to do.

In evaluating our progress, we have work to do. We have not reached this goal yet, but we are making great progress. Here’s a brief summary of a few of the steps we’ve taken on this important journey:

- **We launched global and regional inclusion councils** made up of officers and leaders of our company. These councils provide direction, leadership, support and resources to help our company achieve our inclusion and diversity goals.

- **We established Inclusion Employee Resource Groups (iERGs)** to provide a space for various demographic groups and their allies to work together on common organizational goals. These groups are having a real impact on our business. For example, they created our Stretch Assignment Marketplace and recommended changes to our parental leave policy that are now in place. Today, nearly 9,000 employees are members of iERGs.

- **We developed programs that speak to the needs of a diverse workforce** such as flexible work solutions that allow our employees to better balance their work and personal lives and our new mentoring program that helps employees grow and develop in their careers.

Putting the right programs and policies in place was a good start, but it’s our people at every level and location in the organization who are increasing our different perspectives and experiences. To date, more than 4,000 Eaton leaders have participated in this training.

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CRAIG ARNOLD
Chairman and CEO
Eaton

“When employees feel included, we build a better, more competitive and sustainable business. Our journey to be a model of inclusion and diversity in our industry isn’t over; in many ways, I feel we’re just getting started.”
momentum. We’re not just saying the right things; we’re doing the right things.

In fact, our effort to do the right things is also being recognized externally. Recently, Forbes magazine named us one of America’s Best Employers for Diversity, and the Human Rights Campaign recognized us as a Best Place to Work for LGBT Equality. It’s especially gratifying to be on these lists, as they are determined by the views of employees, peers, top executives, directors, outside agencies and members of the financial community.

In closing, if you ask me about inclusion and diversity at Eaton, I’d say we are getting better every day and I’m proud of our accomplishments. For me, it’s simply the right thing to do.