DIVERSITY AND INCLUSION is a strategic priority at FedEx and is a vital part of our culture and business imperatives. Just as the world is becoming more diverse and complex, we believe our global workforce should also reflect the same richness. We value our differences and encourage team members to be themselves. In turn, they have a stronger sense of inclusion and engagement resulting in delivering greater value to our customers and to each other. Our commitment to diversity and inclusion helps us attract and retain talent, supports strong decision making, fuels innovation, and differentiates FedEx from competitors. As a global company, embracing our inclusive culture is more important than ever as our customers, suppliers and future workforce continue to evolve and change.

Best Practices
A key driver of our progress is the Corporate Diversity & Inclusion Council that focuses on advancing our culture of diversity and inclusiveness. The Council’s work is driven by our purpose statement: “Diversity & Inclusion at FedEx connects people and possibilities to deliver a better future for team members, customers, suppliers and communities that we serve around the globe.” The following three areas of strategic focus guide our direction:

We strive to be the employer of choice:
- Attracting top talent; and
- Developing and advancing our talent.

We deliver business results:
- Driving engagement through inclusion;
- Focusing on quality: Quality Driven Management (QDM); and
- Providing innovative solutions.

We enrich the world:
- Investing in our communities; and
- Serving people where we live and work.

We Strive To Be The Employer Of Choice
One-third of the U.S. unemployment rate is due to the gap between skills and open jobs. With our extensive reach, we help pave the way for young people in underserved communities to develop the skills, resources and job access they need to enter the workforce. Employment Pathways is our commitment to creating routes to economic opportunity for these
populations. This commitment stems from our deep belief that the diverse backgrounds of our team members make us successful, so we want to help even more people learn the skills they need to succeed in the workplace through three pathways: education, job training and access to employment. Through our investments, we are helping underserved youth navigate the college application process, train for high-demand jobs such as those in tech and logistics, and access employment through credential programs. Because our nation's veterans face many of the same barriers to employment as youth, FedEx supports Hiring Our Heroes Hiring Fairs across the country, and our operating companies participate at various locations. Some of our accomplishments in FY 17 include:

- $4.4 million was invested in programs that provide pathways to employment; and
- 100,000-plus youths received job training and access to employment.

We deliver business results
Diverse voices foster creativity, innovation and exceptional business results. Our commitment to innovation and quality is fueled by our inclusive culture, in which team members feel safe to bring all of who they are to work. Every day we work to engage the best ideas at all levels in the organization through participatory decision making. Examples of innovations from our diverse teams include:

- The first PC-based automated shipping system, later named FedEx PowerShip®;
- FedEx® Tracking, which allows customers to keep tabs on the status of packages in transit; and
- SenseAware®, a powerful multisensor device that detects and transmits near-real-time shipment data on six key variables, including location, temperature, humidity and shock.

We Enrich The World
FedEx works with customers and the communities in which we live and work to develop creative and exceptional business results.

- For advanced research, we sponsor the FedEx Institute of Technology at the University of Memphis. The institute has a versatile, high-tech facility, and it is home to research teams that work on everything from artificial intelligence and biotechnology to multimedia arts, nanotechnology and more.

Creating A World Of Endless Possibilities Through Our Diversity Efforts
At FedEx, we use our size, scale and network to multiply positive outcomes for businesses, people and communities. Around the world, we multiply economic growth by providing businesses with global access to customers and markets. We multiply efficiencies and innovations that deliver more with fewer resources and environmental impacts. We multiply potential for our people through a safe, inclusive workplace and career development opportunities. And we multiply the good work of community organizations through collaborations, contributions and volunteering.
Achievements

● Currently, 49 percent of our team is racially and ethnically diverse.

● Recently, FedEx was recognized for the following:
  • 2017 Best Companies for Diversity as recognized by Black Enterprise;
  • 2017 Best Workplaces for Diversity and Best Places to Work for African Americans by Great Place to Work and Fortune;
  • 2017 Top Corporations for Women’s Business Enterprises by the Women’s Business Enterprise National Council; and
  • Score of 100 percent on the Human Rights Campaign LGBT Corporate Equality Index.

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