At Schnitzer Steel, we know that diversity and inclusion are the keys to our success. Founded more than 100 years ago, we are a company built on a culture and by a workforce that has always been broad based. Fundamental to our success for the next 100 years is a renewed commitment to fostering an environment that continues to attract a diverse workforce and promotes a culture of inclusiveness.

**OUR VISION** At Schnitzer Steel, we know that diversity and inclusion are the keys to our success. Founded more than 100 years ago, we are a company built on a culture and by a workforce that has always been broad based. We understand that excellence defined by innovation, employee engagement and productivity is not sustainable without a culture based on respect, fairness and equal opportunity.

Fundamental to our success for the next 100 years is a renewed commitment to fostering an environment that attracts a diverse workforce and promotes a culture of inclusiveness. This environment can only exist if we are a place where characteristics such as race, gender, religion and sexual orientation do not define talent and where our organization is distinguished by its diversity in all demographics and at all levels.

**Our strategy**
We approach diversity and inclusion as we approach many other strategic business imperatives: We begin at the top with the focus and strong support of our leadership team. But we can only achieve success if our managers and employees embrace the initiatives and take ownership for their execution. Educating, communicating and measuring are all part of our roadmap.

**Our commitment**
In 2017, we formalized our various diversity and inclusion initiatives into a comprehensive program. Our goals are straightforward: to recruit and retain diverse individuals; to foster a supportive, positive environment in which employees can feel valued, included and empowered; and to better connect with the communities in which we operate and with our customers.

We will have achieved our goals only when:

- We are considered an employer of choice;
- Our employees have a profound sense of pride in our company;
- The diversity of our workforce mirrors the demographics of the communities
in which we operate, and the diversity of our management mirrors the diversity of our workforce; and

- All managers consider the diversity and engagement of their teams to be a critical responsibility.

We have a multinational, multicultural and multilingual workforce. We do not apply a “one size fits all” approach to enhancing diversity and inclusion in our company. We have adopted a number of best practices and established aspirational goals, including the following:

- **Creating a Diversity and Inclusion Steering Committee consisting of** key leaders and employees at different levels across the organization, with goals, milestones and personal accountability;

- **Conducting internal surveys designed to elicit views and opinions** that will allow us to prioritize diversity and inclusion actions that have the potential to resonate most strongly and have the highest impact;

- **Providing tailored training** to employees on diversity and inclusion;

- **Measuring and emphasizing personal accountability** in these areas;

- **Providing transparency, both internally and externally,** on how our diversity and inclusion efforts are faring;

- **Mitigating or eliminating measurable bias from talent processes,** including hiring, promotion, performance management, leadership development, succession and compensation;

- **Incorporating internal and external diverse candidate slates for senior-level openings in the organization; and**

- **Diversifying our supply chain** through integration of diversity into our procurement processes.

We have made great progress in the areas of diversity and inclusion but recognize that we still have work to do to achieve our goals.