



# Global Diversity & Inclusion Charter

December, 2018

## 1 Our Vision

We aim to create and foster a workforce that reflects and contributes to the diverse, global community in which we do business.

At CWT, our people and culture make the difference: for our customers, for our communities, and for our workplace. In our global organization of 18,000+ employees, each person offers a unique set of ideas, beliefs and skills shaped by their heritage, background and culture. We consider this diversity to be our most important resource—helping us connect people and make businesses succeed. Therefore, we take a collective responsibility to create an environment where colleagues feel included, respected and comfortable to bring their *whole self to work*.

## 2 What Diversity & Inclusion Means to Us

One of the ways CWT lives its values of integrity, leadership, caring and passion is by actively promoting Diversity & Inclusion.

At CWT, **diversity** encompasses the following dimensions: culture, gender, sexual orientation, ethnicity, religious beliefs, diversity of thought, skills, marital status, family composition, education, experience, generational diversity, abilities, and disabilities. By understanding and leveraging the different dimensions of diversity in our workforce, we drive the empowerment, collaboration and innovation needed to be a global leader in our industry.

**Inclusion** means fostering respect and a team spirit in the workplace, embracing and leveraging the multicultural essence of the company, and providing equal opportunities to talented individuals.

## 3 Commitments and Principles

As a signatory of the United Nations Global Compact (UNGC) since 2012, CWT supports all of the Compact's Ten Principles including the following related to Diversity & Inclusion:



**Principle 1** - Businesses should support and respect the protection of internationally proclaimed human rights

**Principle 2** - Make sure that they are not complicit in human rights abuses

**Principle 6** - The elimination of discrimination in respect of employment and occupation

CWT is also a signatory of the seven United Nations Women's Empowerment Principles - Equality Means Business:

- 1- Establish high-level corporate leadership for gender equality
- 2- Treat all women and men fairly at work – respect and support human rights and non-discrimination
- 3- Ensure the health, safety and well-being of all women and men workers
- 4- Promote education, training and professional development for women
- 5- Implement enterprise development, supply chain and marketing practices that empower women
- 6- Promote equality through community initiatives and advocacy
- 7- Measure and publicly report on progress to achieve gender equality

In addition, CWT's [Code of Business Ethics and Conduct](#) outlines our commitment to promoting inclusion and respecting the diversity of our people.

## 4 Our Objectives

To further reinforce an inclusive culture and foster gender equality, CWT is committed to:

- Supporting the UN Global Compact and the UN Women's Empowerment Principles by making them part of our day-to-day operations
- Ensuring an inclusive working environment free of discrimination at all stages of the employment life cycle including:
  - External recruitment and internal mobility
  - Talent and performance management
  - Succession planning
  - Training, learning and development
- Providing education and training to drive inclusive behaviors and foster gender equality
- Improving the diversity mix of CWT's workforce, especially among the leadership population
- Applying an inclusive approach when thinking of business and product development
- Ensure our leaders are role models for diversity and building an inclusive culture
- Reviewing measurable objectives and actively monitoring progress on an annual basis

## 5 Scope and Reach

This Charter applies to all employees worldwide. Each employee is empowered and responsible for implementing the Charter in their day-to-day work and in their relationship with all our stakeholders.

We encourage vigilance in monitoring any inappropriate workplace conduct. Our employees are encouraged to report (according to local laws and regulations) any improper behavior to their manager, their HR representative or our Ethics Helpline.

## 6 Governance and Accountability

CWT's Diversity & Inclusion strategy and vision are managed, driven and implemented by the Diversity & Inclusion Global Taskforce, under the sponsorship of members of the Executive Leadership Team.