



Global Inclusion Principles

June 11, 2025

Our Commitment

At CWT, our people and culture make the difference for our customers, communities, and our workplace. In our global organization, each person offers a unique set of ideas, beliefs and skills shaped by their background and experiences. We consider our people to be our most important resource in helping us connect people and making businesses succeed. Therefore, we are committed to taking collective responsibility to create an environment where colleagues feel a sense of inclusion, respect, and comfort to bring their whole self to work - in full compliance with the regulations to which we are subject.

What Inclusion Means to Us

One of the ways CWT exemplifies its values of integrity, leadership, caring, and passion is by actively supporting inclusion.

Inclusion encourages fostering respect and team spirit in the workplace and **creating a sense of belonging for everyone.**

By understanding our workforce and striving for equal opportunity and inclusion, we drive the empowerment, collaboration, and innovation needed to be a global leader in our industry.

Our Principles

To support a diverse and inclusive culture and foster equity in all the countries in which it operates, CWT is committed to the following guiding principles:

1. Ensure 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
2. Provide education and training to drive inclusive behaviors and foster equal opportunity
 - Use reporting and internal controls to demonstrate we are meeting our commitments in accordance with regulations as applicable to each state, region, and country in which we operate
3. Promote the development of our voluntary, open-to-all Employee Resource Groups
4. Ensure our leaders play a leading role in building an inclusive culture
5. Apply an inclusive approach in business and product development

Scope and Reach

These principles apply to all employees worldwide and are driven by the Employee Experience and ESG team, under the sponsorship of members of the Executive Leadership Team. Each employee is empowered to implement these principles in their day-to-day work and in their relationship with all our stakeholders. And we encourage all employees to report (according to local laws and regulations) any improper conduct to their manager, HR representative, or our [Ethics Helpline](#).