



# Global Diversity, Equity, & Inclusion Principles

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## Our Commitment

CWT is committed to fostering 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, communities, 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 this diversity to be our most important resource in helping us connect people and make 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.

## What Diversity, Equity, and Inclusion means to us

One of the ways CWT exemplifies its values of integrity, leadership, caring, and passion is by actively promoting Diversity, Equity, and Inclusion (DEI). This is how we define DEI:

- **Diversity** acknowledges the various ways people differ and encompasses, but is not limited to age, disability, ethnicity, gender identity, race, and sexual orientation.
- **Equity** promotes a work environment where data reviews and programs provide equitable opportunity.
- **Inclusion** encourages fostering respect and a team spirit in the workplace and embracing the diverse essence of the company.

By understanding diversity in our workforce, striving for equity, and promoting 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, 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:
  - a. External recruitment and internal mobility
  - b. Talent and performance management
  - c. Succession planning
2. Provide education and training to drive inclusive behaviors and foster equity
3. Track metrics to measure our improvement among:
  - a. Headcount
  - b. Promotion, retention, and other career opportunities
  - c. ERG Engagement
  - d. Benefits
4. Promote the development of our Employee Resource Group program
5. Ensure our leaders play a leading role in building an inclusive culture
6. Apply an inclusive approach in business and product development
7. Support the [UN Global Compact](#) and the [UN Women's Empowerment Principles](#) by making them part of our day-to-day operations

## Scope and Reach

These Principles apply to all employees worldwide and are driven by the Diversity, Equity, and Inclusion Manager and ESG and Employee Experience 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](#).