



Diversidad e Integración
Vielfalt
Diversity & Inclusion
 多元化和包容性
Diversita`e
rsidade e Integração
 多元化
Diversité et

다양성과 포용
 ਅਨੇਕਤਾ ਤੇ ਸਭੋ
 多様性と包括性

tell me more
www.airproducts.com/diversity

Diversity & Inclusion



Strong
Individually Strong,
Collectively Powerful
Powerful



What is Air Products doing to promote diversity and inclusion?

Diversity and inclusion don't just happen. They take hard work:

- ***Diversity education initiatives:*** Understanding starts with knowledge. Around the globe, we've trained more than 17,000 colleagues about diversity and inclusion and how they help business. Outside the company, we develop relationships with students of many disciplines so they will see Air Products as the kind of place to which they'd like to bring their talent.
- ***Diversity recruitment partnerships:*** We team up with colleges and national multicultural professional associations to recruit people and develop new business relationships.
- ***Advertising in diverse publications:*** We're increasing our name recognition in a variety of media.
- ***Multicultural events:*** Inside the company, we raise awareness about diversity through designated heritage and history months and events.
- ***Creating resources:*** Materials like our Web-based Diversity Toolkit are filled with exercises, activities, and discussion topics that leaders can use with their teams.
- ***Support and assistance for Employee Network Groups:*** Our Employee Network Groups are grassroots diversity organizations. These company-sponsored groups help provide growth opportunities for members and reinforce our broader diversity goals. Membership is open to all colleagues of the company.
- ***Community and philanthropic commitment:*** Across the world, Air Products is recognized as a good neighbor. Through community outreach, charitable giving, social and environmental responsibility, and volunteerism, we strengthen our communities.
- ***Ethics and Integrity:*** It's central to Air Products' brand that we do business with the utmost integrity. Our high standard of ethics is a source of pride and value to employees and to our other stakeholders.

Air Products' diversity and inclusion vision

Air Products strives to be a company of choice that is recognized by its colleagues, customers, and the community as a company that draws strength, opportunity, and financial growth from the diversity of its workforce. Our success will be directly attributed to having a work environment that is collaborative, inclusive, and respectful of all people.

What is diversity and inclusion at Air Products?

The elements of diversity are the unique characteristics, perspectives, and life experiences that define us as individuals.

Inclusion is all people interacting in a manner in which everyone is engaged, respected, and valued to maximize individual contribution to the Air Products team.

Why is diversity and inclusion so important to Air Products?

We rely on great ideas! We recognize collaboration and innovation from all of our colleagues as essential to our future success.

Our Diversity & Inclusion Organizations

Building a diverse and inclusive workforce is crucial to business success. These organizations help make this a reality.

The Corporate Executive Committee

Our CEO drives management accountability for diversity results through our Corporate Executive Committee (CEC). The CEC is ultimately responsible for setting the business strategy for diversity, demonstrating the desired behaviors, and holding their respective organizations accountable for implementation of diversity initiatives.

Executive Forum for Diversity

A group of appointed senior leaders from various lines of business create the enterprise-wide D&I strategy. They set the vision for the company at a global level and provide direction and guidance by identifying goals and priorities.

Diversity Leadership Teams

Diversity Leadership Teams work within their businesses to emphasize diversity and foster inclusion in ways that work best for them. They communicate closely with managers to identify issues and recommend actions to make their business group a place where all colleagues can do their best work.

Employee Network Groups

Employee Network Groups are employee-led communities. They focus on business-related issues and interests of a particular group and serve as a two-way communication channel between Air Products' leadership and the network members. They communicate and educate employees through events, literature, and special programs. Regional chapters allow members to network, while a central charter ensures a common vision supporting diversity.

