


# **Diversity & Inclusion**



*Strong*  
*Individually Strong,*  
*Collectively Powerful*  
*Powerful*



*Individually Strong,  
Collectively Powerful*

## **Diversity & Inclusion at Air Products**

In today's world, we are not isolated by the locations we work in. Everything we do is connected in so many ways. An action locally creates ripples that reach across the world. It's crucial to our future business to understand that—to not only adapt to that reality but to embrace it and use it to our advantage. That's why a diverse and inclusive workforce is essential.



# Divers

## **Air Products' Diversity & Inclusion vision**

Air Products strives to be a company of choice that is recognized by its colleagues, customers, and its communities 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.

## What is Air Products doing to promote diversity and inclusion?

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

- ***Diversity & Inclusion 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 & Inclusion 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.

## **Our Diversity & Inclusion Organizations**

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

### **Global and Local Diversity & Inclusion Councils**

The purpose of the Global Diversity & Inclusion Council is to lead Air Products' strategic initiatives on diversity and inclusion. This team sets, leads, owns and monitors the overall diversity and inclusion strategy, as well as developing corporate-wide plans and priorities and establishing metrics. Local Diversity & Inclusion Councils operate in Europe, Asia, and the Americas. These Local Councils address concerns according to the values and needs of a particular work site, city, region, or country. They are also responsible for driving the successful implementation of diversity and inclusion efforts at the local level.

### **Diversity & Inclusion Leadership Teams**

Diversity & Inclusion 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.



*Diversidad e Integración*

*Vielfalt*

**Diversity**

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**&**

**Inclusion**

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多様性と包括性

**tell me more**

[www.airproducts.com/diversity](http://www.airproducts.com/diversity)