

# A CULTURE FOR YOU TO BELONG

*POWERING YOUR POTENTIAL*



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#InclusionAtCummins

#LifeAtCummins





**Diversity and inclusion have been a part of Cummins' core values for more than 40 years, dating back to our CEO, J. Irwin Miller, who led the company until 1977.**

Miller believed in the power of listening. He wanted to hear from a wide variety of voices before reaching a decision, believing no single gender, race, or ethnicity had a monopoly on wisdom. But we know that diversity for diversity's sake does not drive success; it is inclusion, or how we use diversity, that is key.

Through our inclusive work environments, we accept the diversity of our peers and make one another feel welcome and safe in the workplace. It is only when we are inclusive that we work most effectively, relying on the differences and strengths of all our employees. We empower you to thrive in an environment that recognizes the strength in having diverse ideas. This is how we do business — ***POWERING YOUR POTENTIAL.***

## **BUSINESS CASE FOR DIVERSITY**

Cummins' commitment to diversity is reflected in the company's Business Case for Diversity, which lays out in writing, the reason Cummins believes diversity is important to our business. The Business Case sets four key goals for the company to derive the greatest benefit from diversity:

- » Create a workplace population with representation that is similar to the markets in which it operates.
- » Demand that the workplace is safe and inclusive for all individuals and organizations.
- » Develop a collective behavior that encourages all individuals and employees to best use their talents.
- » Capitalize on a diverse workforce to enhance the company's competitive position in the marketplace.

### **DIVERSITY AND INCLUSION**

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# DIVERSITY AND INCLUSION

## EMPLOYEE RESOURCE GROUPS

Cummins employees have the opportunity to participate in employee resource groups. These groups are voluntary, employee-led groups that serve as a resource for its members, as well as the organization, by fostering a diverse, inclusive workplace aligned with the Cummins mission, vision and values.

Employee resource groups are open to all Cummins employees and provide ample opportunities for leadership training, cross-cultural learning and professional development.

**There are more than 150 chapters of employee resource groups across the world.**

Some of our groups at Cummins include:

- » Worldwide Veterans Employee Resource Group
- » Cummins Black Network
- » Pride Employee Resource Group
- » Grupo Organizado de Afinidad Latina (GOAL)
- » Disability Inclusion Employee Resource Group
- » Women's Empowerment (WE) Network
- » East Asian Employee Resource Group
- » Millennial Employee Resource Group
- » South Asian Employee Resource Group
- » Multicultural Employee Resource Group

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## GLOBAL DIVERSITY

As a truly global company, Cummins wants to develop a workforce that closely resembles the demographics in the countries and markets in which we work and live. This allows our organization to foster an environment where innovation and ideas flourish in the workplace and our communities.

**More than 50% of Cummins employees work outside the United States.**



***In delivering Global IT solutions in my region, I have the opportunity to collaborate with great people from different functions, backgrounds and locations. With the extensive diversity of thought that exists across my team, I'm always learning something new.***

**LETICIA C.,**  
LATIN AMERICA ABO SUPPLY CHAIN IT LEADER

## WOMEN INITIATIVES

Cummins has a number of women's employee resource groups dotting the globe — with North American groups from the U.S. and Mexico ranging all the way to China, India, the U.K., and Singapore. This international group is the largest employee resource group in the company, with hundreds of active and engaged members making an impact.

Cummins Powers Women speaks to Cummins' commitment of diversity and inclusion, as it's emphasis is to promote better lives for women and girls around the world. Since establishing in 2018, Cummins Powers Women has impacted over 100,000 people by partnering with non-profit organizations to improve laws and policies, and strengthen access to industry-relevant skills training.



***Diversity and inclusion within Cummins is recognizing the differences in background, culture and thoughts. We are able to learn from our dissimilarities and continue to innovate for our customers while building something as unique as our company.***

**ARINDRAJIT R.,**  
HUMAN RESOURCES ANALYTICS  
SPECIALIST – SENIOR

***“When we do something that helps us create the right environment for women, everybody benefits.”***

CHAIRMAN AND CEO TOM LINEBARGER

**MORE THAN 60**

women's employee resource groups are supported with locations around the world

MORE THAN

**26%**

**OF THE COMPANY'S EMPLOYEES ARE WOMEN**

## LGBTQ+ DIVERSITY

At Cummins, we believe all employees should feel empowered to bring their whole self to work. This allows everyone to grow personally and professionally, bringing more value to the company.

Inclusion means that employees accept the diversity of their peers and make them feel welcome and safe in the workplace. We welcome multiple viewpoints, voices, experiences, and abilities — and we embrace the diverse perspectives of all people with dignity and respect. Our ideals are supported through our strong history of standing up for what is right, even in the face of adversity.

**Cummins has offered domestic partner benefits since 2000.**

- » Cummins has defined **transgender transition guidelines** and provides related benefit options.
- » Our Pride Employee Resource Group offers **LGBTQ+ Safe Leader Training** to help employees develop a better understanding of the unique challenges facing the LGBTQ+ community in the workplace.

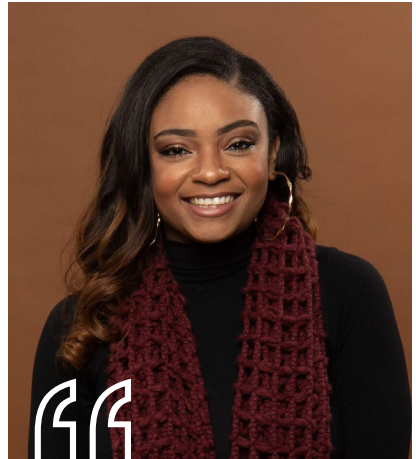
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## JUST A FEW OF OUR AWARDS

Named one of the **TOP 70 COMPANIES FOR EXECUTIVE WOMEN** by the National Association for Female Executives.

Awarded a perfect score from the **HUMAN RIGHTS CAMPAIGN**, the largest LGBTQ civil rights organization in the United States, for the 15th consecutive year.

Named to Forbes magazine's **250 BEST EMPLOYERS FOR DIVERSITY** in the U.S. in 2020.



**Cummins feels like home to me. There is an open, come-as-you-are atmosphere that allows me to be myself.**

**PHYLLIS M.,**  
COMPONENTS RAPID RESPONSE ENGINEER

**At Cummins, diversity and inclusion are part of our DNA. Diversity to us means to “embrace the diverse perspectives of all people and honor both with dignity and respect,” and is one of our five core values, along with integrity, caring, excellence, and teamwork. We welcome multiple viewpoints and voices, and we embrace the diverse perspectives of all people.**



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