



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.

DIVERSITY AND INCLUSION
#InclusionAtCummins #LifeAtCummins

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.



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.

POWERING YOUR POTENTIAL

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A CULTURE FOR YOU TO BELONG

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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.

Female empowerment can be felt throughout Cummins in many ways, such as networking lunch-and-learns, conferences, career building workshops, and access to senior leaders.

Our gender-balance initiatives vary from offering manager training, supporting mid-career women who are returning to work, and mentoring circles to global policies, such as one requiring nursing mother's rooms in locations around the world.

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

CHAIRMAN AND CEO TOM LINEBARGER



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

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

More than 16,500 women make up the global population of Cummins' workforce

WOMEN LEADERS AT CUMMINS

2019	24.81%
2009	15.97%

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

Awarded a perfect score for the 12th year, for the 2018 CORPORATE EQUALITY INDEX by the Human Rights Campaign, the largest U.S. civil rights organization for LGBTQ employees.

Named one of the WORLD'S MOST ETHICAL COMPANIES in 2019 by the Ethisphere Institute, a leader in advancing ethical business practices.

Finished No. 49 on Forbes' list of AMERICA'S BEST EMPLOYERS FOR WOMEN in 2018.

Named to Forbes magazine's list of the 250 BEST EMPLOYERS FOR DIVERSITY in the U.S. both in 2018 and 2019.



Working as a Controls Engineer at Cummins allows me to work with an interdisciplinary team from different backgrounds. My team's diversity is a driving force that enables me to provide innovative solutions for our customers' needs.

FRED O., CONTROLS APPLICATION ENGINEER