



# We're better together Igniting our full potential

At ITW, we strive for everyone to reach their full potential, and we value the unique and diverse perspectives, experiences and ideas that make all of us better together.



Reaching full potential starts with our core values of Respect and Integrity. We believe we are at our best when we create an environment where people are heard, valued and engaged.

We create diverse and inclusive (D&I) workplaces where everyone can perform to their full potential, grow their careers, and enhance ITW's workplace culture.

## Commitment at the Highest Levels

ITW's executive leadership formed the D&I Council in 2011 to establish a concrete D&I Framework, the guiding principles for all ITW businesses to support and sustain our commitment to D&I. The D&I Council remains dedicated to executing the framework – enabling a global, diverse workforce and inclusive workplace, supported by leaders who visibly demonstrate their commitment to D&I.

In 2017, ITW Chairman and Chief Executive Officer Scott Santi joined the leaders of over 500 companies in support of the CEO Action for Diversity & Inclusion™ – the largest CEO-driven business commitment to advance D&I in the workplace. Through this commitment, ITW agrees to work collaboratively across our organizations and take concrete actions to advance diversity and inclusion.

**26%** diversity on the board of directors (women and ethnically diverse)

**1,000** global leaders trained on inclusive leadership

## Developing Inclusive Leadership

ITW launched an inclusive leader initiative focused on further developing our leaders to better understand unconscious bias, take actions to minimize its effects in our workplaces, and lead in a way that reflects ITW's culture and values. Our leaders made a collective commitment to:

- Be an intentional role model for inclusion;
- Empower people with knowledge, tools and opportunities to succeed; and
- Invite different perspectives and create an environment that respects the contributions of everyone at ITW

# We are...



## Engaging Diverse Talent

Our Employee Resource Groups (ERG) are employee-led organizations that bring together diverse groups of people, and their allies, to share experiences and innovative ideas to help accelerate our path to full potential. Our ERGs directly support the enterprise talent strategy with specific focus on attracting, retaining and developing future leaders and promoting cultural diversity and community.

### African-American Network

The ITW African-American Network (AAN) is committed to the interests of employees who identify as Black, African, African-American, West Indian, or of African descent, and building a community of leaders through development and leadership opportunities, informative workshops, and networking activities. AAN chapters continue to grow across ITW's U.S. businesses.

### ITW Women's Network

The ITW Women's Network (IWN) supports the attraction, development and retention of female talent and leaders and reinforces ITW's inclusive workplace environment across our global divisions. Through its 12 chapters in North America and eight chapters around the globe, IWN actively engages our female colleagues in networking and leadership development.

### Young Professionals Network

ITW's Young Professionals Network (YPN) focuses on empowering early-in-career professionals across ITW by building a community for our next generation of leadership through social platforms, networking activities and development opportunities. YPN continues to grow with chapters all around the world.

## Improving Access to Education

We are committed to supporting programs and initiatives to improve access to high-quality education and workforce/career preparation for youth in under-served communities around the world. In our headquarters region of greater Chicago, we sponsor the ITW David Speer Academy, which offers a world-class STEM education to more than 1,000 high school students in Chicago's under-served Belmont-Cragin neighborhood. Not only do students have access to rigorous, top-rated academics, but they also gain hands-on experience and internships offered through ITW businesses and non-profit partners.



## Building Partnerships

We proudly partner with organizations that are dedicated to advancing diversity in engineering and business and that work to integrate diversity values into recruitment and career development practices.



THE EXECUTIVE LEADERSHIP COUNCIL  
*The Power of Inclusive Leadership*

