




2021 DE&I Commitments


We believe we can be best-in-class in diverse representation and foster an inclusive workplace. In addition to the following commitments, we are focused on meaningful conversations to drive a culture of listening and sharing, while living our core values of agility, collaboration, empathy, empowerment, and integrity.


Our Commitment to Our People: Representing the diversity of our communities in our workforce


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1. Advancing BIPOC in Corporate Leadership: We are committing to a goal of 30% BIPOC representation in Director and above positions by 2024. We are currently at 18%.
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2. Increasing BIPOC Representation & Retention: We are committing to a goal of BIPOC representation in 35% of corporate roles by 2025 by improving engagement, development and retention. We are currently at 27%.
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3. Advancing BIPOC in Production Management: We are committing to a goal of BIPOC representation in 65% of people management roles in our production facilities by 2025. We are currently at 48%.
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4. Advancing and Hiring Women in Leadership: We are committing to a goal of women representing 50% of Director and above positions by 2026. We are currently at 38%.
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5. Expanded University Recruitment: We are establishing recruitment and engagement efforts to reach students at Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs).
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6. Voluntary Self-Identification: By 2022, we will offer expanded voluntary self-ID options for gender identity, sexual orientation, diverse-abilities, and military background to support our ability to understand our workforce and provide the inclusive benefits and resources for all employees to thrive.


Our Commitment to Our Product: Serving the needs of diverse consumers and supporting diverse suppliers


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7. Supplier Diversity: We will measure our current spending among diverse suppliers in 2021 and establish a spending goal by 2022.
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8. Inclusive Marketing: We are committed to reflecting our consumers' diversity in our innovation, brand strategy, and brand communications with multicultural representation in our insights, input from diverse stakeholders during campaign development, and increased partnerships with BIPOC content creators and agencies.

Our Commitment to Our Purpose: Driving change in our community and marketplace

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9. Community & Philanthropy: We will support the communities where we live and work through annual donations, volunteering, in-kind giving and targeted efforts with a focus on education and eliminating racism & inequity in all forms.
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10. Economic Development: We are committed to directing financial and intellectual capital through community partners and providing BIPOC entrepreneurs and small business owners with information, mentoring, and skills-based volunteerism to accelerate the growth of their businesses to drive economic equity in our communities.