

2023 DE&I Commitments

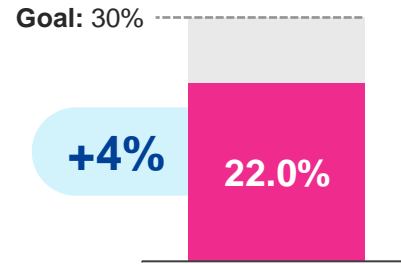
People: Representing the diversity of the communities in our workforce

Change from 2022

4 GOALS

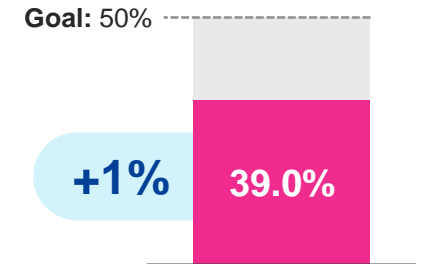
Advancing BIPOC in Corporate Leadership

By 2027,
30% BIPOC representation
in Director and above positions



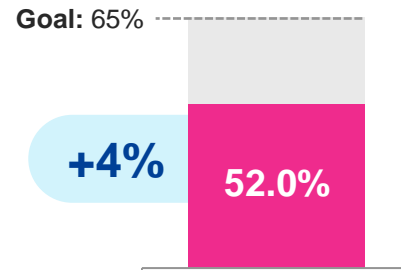
Advancing and Hiring Women in Leadership

By 2029,
50% women representing director positions
and above



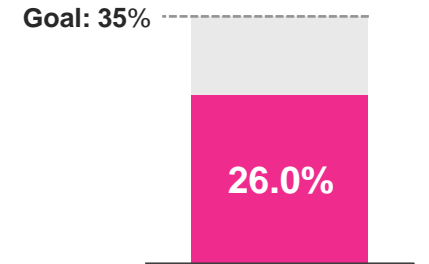
Advancing BIPOC in Production Management

By 2027,
65% BIPOC representation
in people management roles in our
production facilities by 2027



Advancing Women in Production Management

By 2028,
35% women representing manager positions
in facilities

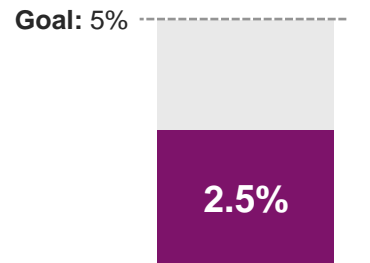


Product: Serving the needs of diverse consumers and supporting diverse suppliers

1 GOAL

Supplier Diversity

By 2025,
5% Supplier Diversity
in spend



BIPOC: Black, Indigenous, and People of Color