

# Power to build the future together

It takes courage to be who you are, especially at work. Which is why at Cummins Inc. we're always committed to helping you be your best self, whoever you are, wherever you are. Welcoming and responding to multiple viewpoints, voices and abilities, we make room for everyone to succeed, respond with empathy and win through the power of difference.

Our long history and values inspire our compassion and our actions. For decades, Cummins has been building a culture where everyone is responsible for creating an inclusive environment and everyone belongs on our journey. Embracing the diverse perspectives of all people with dignity and understanding, we encourage our team members to make a difference by listening, asking questions, speaking up and doing what is right.

Looking ahead, the team at Cummins is committed to taking diversity, equity and inclusion further. We celebrate the fact that we come from different backgrounds and experiences, and aspire to have a workforce that is representative of the communities where we operate around the world.

Our company is at its best when we serve within a society where everyone is included and treated with respect. Diversity, equity and inclusion power our people, our communities and our future success.

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More than  
**27%**   
of the company's  
employees are **WOMEN**.

**70+** **WOMEN'S  
EMPLOYEE  
RESOURCE GROUPS**  
are supported with  
locations around the world.

More than  
**58%**   
of Cummins  
employees work  
**OUTSIDE THE U.S.**



## OUR CRUCIAL, STRATEGIC ADVANTAGE

Diversity, equity and inclusion are critical to our ability to innovate, win in the marketplace and create sustainable success. Through authentic leadership and our collective vision, we aim to carry out our mission of powering a more prosperous world through these initiatives:



Create a workforce population with representation similar to the markets where we operate.



Demand that our workforce is safe and inclusive for all, enabling employees to bring their whole selves to work.



Foster an environment where all employees are encouraged to best use their talents to innovate for our customers.



Leverage our influence to promote diversity and inclusion in the communities where we operate.

## DIVERSITY INITIATIVES

### Cummins Advocating for Racial Equity (CARE)

CARE is designed to proactively work to dismantle systemic racism while creating an environment that embraces diversity, equity and inclusion. Using data, impact assessment tools, active stakeholder engagement, and the guidance and support of local community partners and organizations, CARE has strategically identified three areas of focus areas to target systems and projects that will yield the greatest impact in achieving equity for the Black and Latino community.

Through CARE, Cummins is focused on creating more equitable and inclusive communities by driving racial equity and equal opportunity in the following areas:

- Criminal justice reform
- Economic empowerment
- Social justice reform

### Cummins Powers Women

We partner with non-profit organizations to improve laws and policies, and strengthen access to industry-relevant skills training. Since its establishment in 2018, this program has impacted more than 100,000 people.

### U.S. Diversity Growth Initiative

The Cummins U.S. Diversity Growth Initiative is focused on our Black and Latinx talent in the U.S. As part of our global commitment to diversity and inclusion, this initiative is designed to help ensure that Cummins is being inclusive, and that talent within these historically underrepresented demographics is being appropriately leveraged and not overlooked or underdeveloped. We all win with more inclusion.

## EMPLOYEE RESOURCE GROUPS

We offer more than 150 voluntary, employee-led groups aligned to multiple facets of diversity. Employee Resource groups, ERGs, are designed to be safe spaces and foster a sense of belonging for employees. ERGs offer mentoring, training and leadership development opportunities, as well as networking events for employees globally. Some of our ERGs:

### Some of our Employee Resource Groups:

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

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