



enVista

# DIVERSITY, EQUITY & INCLUSION

Strengthening enVista's Impact



# Welcome



At enVista, Diversity, Equity & Inclusion (DEI) are part of our core values that we proactively foster and build upon. We are a 'learning' versus 'knowing' organization that values and welcomes diverse perspectives, ideas, beliefs and cultures as we aim to shape the future of technology, our industries and the world of the future. Everyone is welcome and has a seat at the enVista table.

It is our experience that the work we do has a meaningful impact on our clients, associates, and communities. As part of our broader organizational impact, we strive to leave a lasting legacy of DEI and contributions that advance the quality of life for all people.

People in underrepresented groups make up **44%** of enVista's executive leadership team.

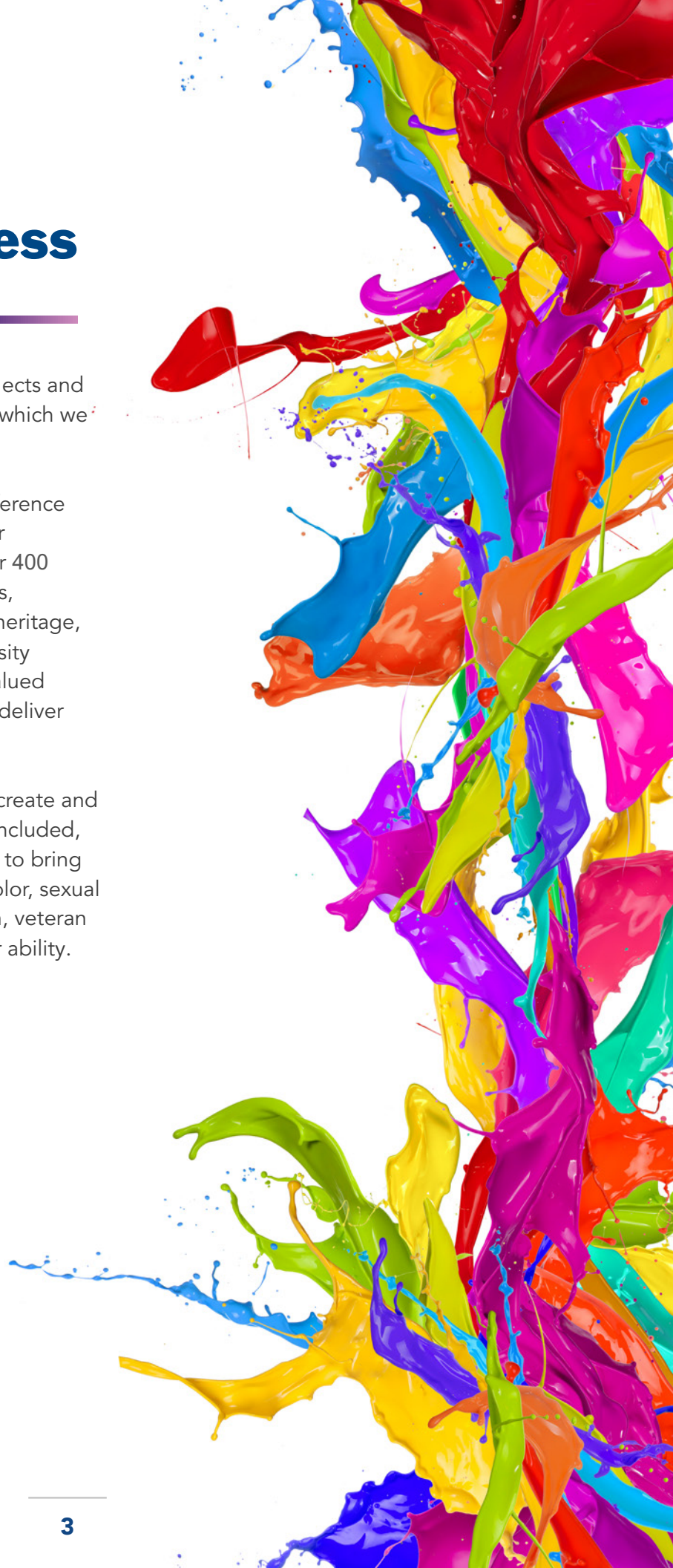
# Our Program's Charter Purpose & Picture of Success

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We aim to create and foster a workforce that reflects and contributes to the diverse, global community in which we do business.

At enVista, our people and culture make the difference - for our customers, for our communities, and for our workplace. In our global organization of over 400 associates, everyone brings a unique set of ideas, beliefs, perspectives, and skills shaped by their heritage, background, and culture. We consider this diversity in talent to be one of our most important and valued resources—helping us innovate, connect, think, deliver bigger results and succeed.

Therefore, we take a collective responsibility to create and foster an environment where all associates feel included, heard, seen, valued, respected and comfortable to bring their whole selves to work, regardless of race, color, sexual orientation, gender identity, genetic information, veteran status, national origin, religion, ethnicity, age, or ability.



# Organizational Focus & Programs

enVista developed its Diversity, Equity, and Inclusion program to further embrace and advance the diverse capabilities, perspectives, and heritage within our organization, to enrich the experience of each associate, and to build a legacy of DEI within enVista, our communities, and our industries.

## Foundational Work



### enVista's Picture of Success

enVista initiated its internal DEI program by taking several formative steps. The Executive Leadership Team (ELT) developed enVista's DEI Picture of Success (featured earlier) to set the vision and direction for how the organization would further embrace and cultivate DEI. This Picture of Success focuses on enVista's target DEI impact among its associates, communities, and industries.



### DEI Committee

An executive sponsor and representative team members across the organization were identified to form the company's DEI Committee. This team is focused on developing programs and plans with defined goals, outcomes and timelines that align with and enable enVista's DEI Picture of Success. The Committee focuses on initiatives that drive the greatest value and impact to enVista associates, and overall results and momentum.

# Organizational Focus & Programs

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## Foundational Work

The chartered DEI Committee began by reviewing enVista's associate base to understand current state representation among the listed self-identification classifications.

Age

Disability

Ethnicity/National Origin

Gender

Race

Veteran Status

This analysis was critical toward understanding enVista's representation of underrepresented groups compared against industry benchmarks, understand where and how to prioritize diversity initiatives, and to set target goals and milestones for building and fostering DEI across our organization.

**Primary Areas of Focus and Impact.** Based on enVista's DEI Picture of Success, the DEI Committee formed three sub-committees focused on **Talent, Culture and Community.**



**Culture**



**Talent**



**Community**

**enVista's Culture Sub-Committee** recognizes shared accountability for Diversity and Inclusion to achieve enterprise diversity goals. This committee focuses on proactively fostering an inclusive work environment and developing and expanding programs that educate and enrich our workforce, celebrate diversity, and promote and embrace diverse perspectives and innovation.

## Opportunities for Inclusion

enVista's Culture Committee provides programs and opportunities that educate and embrace diversity and "enClusion" within enVista's associate base, including book clubs; multi-cultural cookbooks; global office showcases; educational spotlights and activities around various holidays, traditions, and customs; 1-1 and small group relationship-building activities between associates across enVista's different regions; and more. We regularly review and update enVista's Holiday Calendar (including floating holidays) to represent diversity and inclusion and ensure enVista's Guiding Principles & Core Values reflect our organizational commitment to fostering DEI.





# Culture

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## Affinity Groups

enVista's Affinity Groups are designed to grow and support various specific minority groups within the organization. Underrepresented groups openly value the unique qualities of our associate base. They seek different perspectives and develop programs that grow and support specific classifications. Many of these groups also seek to educate and engage all associates for maximum impact. Groups will be established and evolve based on associate interest and representation.

### India Affinity Group

As nearly one-fourth of enVista's workforce is based in India, this group identifies opportunities for leadership, support and relationship-building between U.S. and India-based associates. The group provides educational and enrichment opportunities that focus on sharing and learning more about our respective cultures, social norms, work styles and requirements, and more. Members include associates based in India, the U.S., and other regions.

### Women Affinity Group (*enFluence*)

While women comprise nearly 40% of enVista's executive leadership team, we continue to grow the next generation of women leaders. enVista's Women Affinity group focuses on building the diversity, equity, and inclusion of women within enVista and across our industry. The group focuses on education and training, enrichment opportunities, mentoring programs, volunteer/outreach opportunities, and more. Both men and women are invited to join, participate, learn, and grow through programs designed to expand the participation, voice, inclusion, equity, and growth of women at enVista and in technology.

### Other Affinity Groups

We need you! We are always looking to launch additional affinity groups to round out our internal programs and avenues for support and growth. Affinity Groups targeted for roll out in the coming months:

- African American
- Asian American
- Hispanic/Latino
- LGBTQIA
- Veterans
- And More



# Talent Sub-Committee

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This committee is focused on proactively creating and maintaining a diverse, equitable, and inclusive workplace environment to attract, develop and retain the best talent.

## Training & Onboarding

- ✓ **Ensure** Diversity, Equity & Inclusion is a foundational part of enVista University, enVista's formal training and development program. Roll out required DEI-related trainings on an ongoing basis to enVista's global associate base.
- ✓ **Standardize** new hire onboarding to include DEI training and required reading.
- ✓ **Ensure** recruiting plans support organizational diversity, equity & inclusion goals by hiring, developing, and retaining exceptional, diverse talent.
- ✓ **Analyze and understand** our global labor market and client requirements.
- ✓ **Support** diversity goals through professional associations, university relations and community partnerships
- ✓ **Focus** on hiring minority Professional Hires
- ✓ **Focus** on remote workforce and geographic locations
- ✓ **Identify** 3-4 minority associations to foster partnerships
- ✓ **Continuously review and confirm** enVista's 'new hire/talent referral program' supports our diversity, equity, and inclusion initiatives.
- ✓ **Ensure** enVista has a fair and equitable pay structure in place by standardizing job categories and pay ranges. Review and monitor program effectiveness on annual basis.
- ✓ **Connect and strategize** with seasoned and new enVista associates to lend their perspectives and experiences as we build our recruitment strategy focusing on diversity, equity, and inclusion.
- ✓ **Ensure** all associates know and understand that harassment or discrimination of any kind will not be tolerated. enVista actively takes steps to ensure the organization remains a safe workplace. All associates can approach Human Capital with the confidence that concerns of any kind will be taken seriously, investigated, and addressed.



# Talent Sub-Committee

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- ✓ **Provide** opportunities to educate new and existing associates about enVista's enVolved program, including the opportunity to volunteer with charitable organizations during standard work hours, and train on how to record and track enVista's hours of service and volunteerism across the organization
- ✓ **Evaluate and audit** the plan on an ongoing basis – Recognize and share progress and success stories internally /externally and make adjustments, as needed.
- ✓ **Actively** support and promote all the DEI initiatives across enVista to job candidates and across enVista's global associate base.

## University & High School Relations

- ✓ **Partner** with 3-4 diverse college level organizations across the U.S. to further expand enVista's recruitment outreach.
- ✓ **Partner** with high schools in the greater Indianapolis area to educate and connect with students about software and consulting professional opportunities in supply chain, IT, and commerce.





# enVolved Community Sub-Committee

From the start, giving back has been part of enVista's core DNA. enVista's enVolved Committee objectives are achieved by enabling enVista's DEI Picture of Success. Accordingly, we focus on developing strategic partnerships with non-profit organizations that improve DEI by providing sustainable housing, water, and other resources to under served populations and communities throughout the U.S. and across the globe. The enVolved Committee also engages enVista associates, clients and partners through multiple programs designed to encourage volunteerism, giving back, and making a larger collective impact in the world.

## Charitable Partnerships

enVista has identified four organizations that promote sustainable housing, access to water and improved living conditions for people in need on a local, national, and global level. Our efforts include philanthropic donations, fundraising efforts within and outside of enVista, programs support, dedicated volunteer time, and other donations of time and materials, including leveraging enVista's expertise and solutions.



As enVista is headquartered in Carmel, Indiana and employs a large associate base in the Indianapolis region, we have established a strong local partnership with Outreach. **Outreach is a faith-based nonprofit organization in Indianapolis, Indiana, that reaches out to homeless young men and women, ages 14-24.** Our goal is to equip and empower at-risk young people to achieve stability and life transformation. enVista supports Outreach through its time, talents, corporate financial contributions, and fundraising efforts.



**Habitat for Humanity's mission is to partner with low-income, hardworking families under the conviction that every person and family deserve a simple, decent, and affordable place to live.** Habitat homeowners pay interest-free, no-profit mortgages, which are used to build more houses. Because houses are principally built with volunteer labor, mortgage payments are affordable for low-income individuals. enVista supports Habitat for Humanity by initiating dedicated enVista build days where associates can team up and work on building a new home together.



# enVolved Community Sub-Committee

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**Water for People is a global nonprofit that helps people bring clean water and sanitation solutions to their communities for generations to come.** Today, 2.1 billion people around the world do not have access to safe water, and 4.5 billion lack access to adequate sanitation. Women and children spend more than four hours walking for water each day, and more than 840,000 people die each year from water-related diseases. enVista supports Water for People with various fundraising initiatives.



**The Purpose of the RetailROI is to raise awareness and provide real solutions for the more than 400 million vulnerable children worldwide.** Retail ROI helps engage companies like enVista to create internal programs to help the needs of vulnerable children and families around the world. This non-profit organization raises funds to help its “feet on the street” charities that are front line workers supporting orphans in the U.S. and around the globe. Programs offered include work trips to various countries to build infrastructure and relationships with orphanages and the children they serve.

## Associate Engagement

enVista encourages all associates to volunteer community service hours by granting (16 hours) of paid time off to each associate to devote to the volunteer efforts of their choice, including and outside of enVista’s chosen non-profit partners. If every associate fulfills their community service hours, enVista will effectively donate over 6,000 community service hours this year.

Associate Education Commitment: enVista supports the education efforts at local vocational schools or magnet programs focused on vocational training in our areas of focus.

## enVista Outreach

We expand our voice and platform, leveraging industry and trade associations, partnerships, events, and government organizations to create the industry of the future. For example, many supply chain and commerce associations and industry and partner events proactively offer workshops, speaking sessions, trainings, scholarships and opportunities to provide and leverage a wider platform to promote and foster DEI across our industry. enVista proactively seeks to build and participate in these opportunities.



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Questions? Contact:

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