



Global Inclusion & Diversity

Every voice matters—it's essential at Xerox.



A History of Commitment



Diversity and inclusion is an essential part of the Xerox culture. Our long history of promoting diversity in our ranks began with the leadership over a half-century ago of one man—Joseph C. Wilson, the first CEO of the modern day Xerox. Thanks to his vision diversity became part of our value system. It's an essential part of our DNA.

Today, we have one of the most diverse workforces in the world. Through diversity of backgrounds and perspectives, we gain the benefit of different ways of looking at our business, leading to innovative breakthroughs for our customers and more engaging work for our people.

And we continue to learn and adapt every day; building and sustaining a global workforce and supply base that represents and connects with the different people and communities we serve. In today's changing, connected world, our shared commitment to respect each other and listen to each other remain critical to our success.

Learn more about our commitment to inclusion and diversity on our website at: xerox.com/jobs/diversity

The Way We Do Business



STRATEGY IN ACTION

Inclusion & Diversity are not just words on paper, they are part of our core values and the way we do business. Through teamwork, professionalism, respect and inclusiveness, we create an environment where our people can achieve their goals and make our clients more successful.

We recognize that Inclusion & Diversity gains will not be sustained unless our workplace promotes and encourages new ways of problem-solving and diversity of thought.

To that end, we promote understanding and inclusion through a comprehensive set of diversity initiatives and strategies:

- Our balanced workforce strategy drives equitable people representation in all areas of our company, all around the world. We address diversity disparities by identifying shortfalls and closing those gaps.
- Our work-life programs assist our people in the many aspects of their personal lives.
- We educate all of our people on diversity programs, policies and achievements. We ensure diversity and inclusion principles are communicated to all of our people.
- We continually develop and evolve strategies that leverage diversity to gain a competitive global advantage and to drive market excellence.
- Our supplier diversity program ensures we are actively committed to purchasing supplies and products from qualified female-, LGBT-, veteran- and minority-owned businesses.

INCLUSION, DIVERSITY AND OPPORTUNITY... BY THE NUMBERS

We promote diversity through our culture of inclusion and opportunity—and we're seeing results. Here are some of our most recent statistics:

Global*

- 32% female executives
- 32% females in management
- 31% females on our Board of Directors
- 32% female employees
- 5% of employees identify as LGBT

U.S.*

- 37% female executives & senior management
- 19% minority executives & senior management
- 34% female employees
- 48% minority employees
- 4% individuals with disabilities
- 4% new hires are U.S. military veterans

* 2017 full year data.



The Backbone of Our Commitment



THE WILSON RULE

First introduced at the White House by President Obama, our Wilson Rule marks enhanced efforts to increase the representation of minorities and women in management and senior-level professional positions. The Wilson Rule requires that women and minorities be among the final pool of qualified candidates for open management and senior-level professional positions in the U.S. Outside the U.S., women must be considered among the final pool of qualified candidates for the same management and senior-level professional positions.

NON-DISCRIMINATION POLICY

Globally, we create policies that support our business goals and reflect the culture of the countries in which we do business. Xerox does not discriminate on the basis of race, color, religious belief, sex, age, national origin, citizenship status, marital status, union status, sexual orientation or gender identity.

SCHOLARSHIPS AND RECRUITMENT

We have granted more than 120 scholarships through our Technical Minority Scholarship Program. We engaged young people through programs such as the FIRST (For Inspiration and Recognition of Science and Technology) robotics competition and the Xerox Science Consultant Program to encourage broader interest in science and technology.

We introduce Xerox career opportunities & internships to the Hispanic and African-American student population at universities and institutions around the world. In addition, to expand our recruitment efforts further, we have partnered with the Hispanic and African American Societies of Engineers. Equal employment opportunity

In the U.S., Xerox complies with Equal Employment Opportunity (EEO) guidelines and all applicable federal, state and local laws that govern the hiring and treatment of its employees. We do not discriminate against protected veterans, including veterans of the Vietnam era and disabled veterans, individuals with a disability or employees who take protected leave time.

VETERAN HIRING

We actively seek job applicants who are transitioning military, retired military personnel, and veterans with disabilities, as well as military spouses and family members for job opportunities at Xerox. We are proud to have partnered with several Military organizations over the years, such as the Military Spouse Employment Partnership (MSEP) and the White House Joining Forces Initiative, U.S. Chamber of Commerce, "Hiring Our Heroes" Career Fairs along with other veteran recruiting outreach programs.



Ensuring a Diverse Supply Base



SUPPLIER DIVERSITY PROGRAM

The Xerox Supplier Diversity Program achieves new levels of success every year. We have a long history of providing fair and equitable opportunities for small and diverse enterprises to do business with us.

WE ARE COMMITTED TO:

- Actively seeking out certified diverse suppliers that can supply competitive, high-quality goods and services whose business models align with our business strategy
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement process
- Communicating the value of supplier diversity both internally and externally to all stakeholders
- Leveraging our supplier diversity results to meet our clients' supplier diversity requirements

Xerox has established partnerships with certified small businesses as well as enterprises owned by minorities, women, veterans, gays and lesbians, and individuals with disabilities.

Xerox and our subsidiaries purchased goods and services from the following*:

Minority-owned	\$25 million
Woman-owned	\$37 million
Veteran-owned	\$14 million
Small Tier I businesses	\$223 million

RECOGNITION

Several independent groups have recognized Xerox for outstanding supplier diversity including:

Latina Style magazine rated Xerox as one of the Top 50 best companies for Latinas to work

- State Street Global Advisors Gender Diversity Index –Xerox has been recognized as one of the US companies with the highest levels of gender based leadership positions
- Black Enterprise Top 35 Companies for Supplier Diversity
- AT&T Supplier Diversity /Prime Supplier Crystal Award for Outstanding Diversity Supplier Utilization
 - Diversitycomm.net- Xerox was recently recognized as a Top Veteran-Friendly company in the “Best of the Best” lists
 - Diversity MBA Magazine’s “Best Places for Women & Diverse Managers to Work

OUTREACH EFFORTS

We take part in several efforts with the goal of increasing diversity and inclusion in several different business areas.

- The Inclusion Initiative is committed to identify and increase opportunities for minority- and women-owned (MWBE) law firms. Since joining the Initiative in 2011, we have continuously exceeded and increased our annual goals for spend with MWBE firms.
- We are an active member of the National Minority Supplier Development Council and the Women’s Business Enterprise National Council.
- The National Minority Supplier Development Council’s (NMSDC) Corporate Plus Member Accreditation recognizes and raises awareness for deserving minority-led companies. In 2014, we nominated and sponsored a key partner/supplier for this program.
- Participation in various national & regional conferences, matchmaker events & forums which relate to promoting business with MWBE’s.

More information is available at: xerox.com/supplierdiversity

*North American data only.

Creating a Competitive Advantage

Our commitment to Inclusion & Diversity begins at the top with total executive support. It's a way of life here.



GLOBAL INCLUSION COUNCIL

Our Global Inclusion Council meets multiple times a year to review our diversity & Inclusion practices and to provide recommendations to the executive team.

This group focuses on:

- workforce representation;
- work environment;
- diverse customer markets;
- diversity practices, including training and organizational efforts to continually improve all aspects of diversity globally.

EMPLOYEE NETWORK ASSOCIATION GROUPS

Dating from the 1960s, independent groups of employees initially known as Caucus's but have now evolved to Employee Networks, continue to play an important role in our diversity story. Our Network Associations work with management to achieve common business objectives, self-advocacy and to create an environment of inclusion.

- Seven Network Associations currently exist to address the concerns and meet the needs of our employees who are African-American; Hispanic; Asian; women; African-American women; gay, lesbian, transgender and bisexual; and military veterans.

- National Black Employee Association: www.nbea.net
- Hispanic Association for Professional Advancement: www.hapa.org
- Asians Coming Together: www.asianscomingtogether.org
- The Women's Alliance: www.thewomensalliance.net
- Black Women's Leadership Council: www.bwlc.com
- GALAXe Pride at Work: www.galaxe.org
- Veteran Service Members Association: www.xerox.com

CORPORATE CHAMPIONS

Our Corporate Champion program matches senior executives with Network Associations to facilitate and maintain open communications.

Our Chairman and CEO and other senior leaders meet with internal, diverse teams. During these informal sessions, teammates share their views on the work environment and identify actionable items for discussion. This collaborative process ensures that our executive leadership team and our CEO work together to create an effective and inclusive work environment.

ADDITIONAL GROUPS

YP Nexus is a self-organized group of employees that create connections amongst Young Professionals within Xerox, provide networking opportunities with Xerox executives across the business, and welcome college new hires and interns to the Xerox community. Learn more at: <http://ypnexus.org>.

Xerox Innovation Women's Council is a coalition of women from across our Innovation Group. They identify key projects to improve the work experience of men and women in research and represent the interests of our employees, especially women, to senior management in each of our global research centers.

Winning Ways is a women-centric group based in India supporting recruitment, growth, networking and mentoring for female job candidates and employees.

In the UK, we have partnered with the **Everywoman Network** to give employees access to personal development tools including monthly webinars, workbooks (with online tutors), articles and interviews with senior women in business. Membership is currently available for all Great Britain staff, male and female.

We're Part of a Greater Community

We recognize the importance of reaching beyond our own walls to the communities where our offices are located and our people live. We strive to take a leadership role in local and global communities.

Our philanthropic efforts, carried out through our foundation, support objectives within the following categories:

- Employee volunteer activities: bolster communities through coordinated volunteer efforts of Xerox Community members
- Education and workforce preparation provide educational access to underserved minorities
- Science and technology: promote innovation through the support of institutions of higher learning in science and technology
- National and cultural affairs: support organizations dedicated to worthy causes and cultural enrichment

Our Community Involvement Program encourages employees to get involved in their own communities. Since our program began in 1974, over 700,000 Xerox people have participated in more than 31,000 community projects benefiting schools, environmental groups, welfare and cultural organizations.



SOCIAL MEDIA

Connect with us! Social media plays an increasingly important role in engaging our people around the world as they stimulate discussions on our business, industry, technology, services, workplace, brand and other relevant issues.

- blogs.xerox.com
- linkedin.com/company/xerox
- youtube.com/xeroxcorp
- twitter.com/xeroxcorp
- facebook.com/xeroxcorp

RECOGNITION

- Black Enterprise Magazine: "Top 40 Best Companies for Diversity"
- Black Equal Opportunity Employer Magazine: "Best of the Best" Employer Diversity, LGBT Diversity and Supplier Diversity
- Canada's Best Diversity Employers
- Diversity Inc.: "Top 50 Noteworthy Companies for Diversity"
- Diversity MBA: "Top 50 Companies for Diverse Managers"
- Human Rights Campaign: "Best Places to Work for LGBT Equality" 100% Score
- Latina Style Magazine: "Top 50 Companies for Latinas"
- Latino Magazine: "Top Companies for Latino Employees"
- Individual Diversity Leadership Recognition: "The Wall Street Journal, Black Enterprise and other noteworthy publications"

The Whole of Who We Are

We have a long history of diversity which extends from the competitive advantage of our supplier diversity program to our people. Diversity and inclusion is an initiative that occupies the whole of who we are as a company.

We know that by providing our people with the educational resources they need today, we will ensure the diverse leadership needed for our future. In doing so, we are improving our position in today's global marketplace and leveraging the unique collaboration that has allowed us to generate the ideas and energy necessary to revolutionize how the world works and shares information.