



# 2024 Diversity, Equity & Inclusion (DEI) Strategy

## Strategy Statement

Welcomed, connected & accepted

# You **Belong** at UPS

530,000+ UPSers, customers, suppliers and community members

Moving Our World Forward By Delivering What Matters™

## Key Objectives



### Increase LTR to 80

Grow UPSers' likelihood to recommend UPS employment to qualified friends & family



### Boost representation

Reflect customers & communities with continued progress toward 2025 aspirational goals



### Support UPS growth & strategy

Further UPS as an employer of choice and drive impact through diversity of thought

## Strategic Pillars

### Advance, Collaborate and Transform (ACT)

Better & Bolder

#### Talent

**Advance** diverse talent through employee engagement and professional development

#### Leadership

**Collaborate** to foster inclusive leadership and a culture of belonging

#### Business

**Transform** for impact by advancing business imperatives and outcomes through DEI

## Initiative Spotlight

**Business Resource Groups (BRGs)** foster belonging in the workplace while impacting the business, community and talent pipeline

UPS launched the first BRG in 2006 and now has 11 BRGs with **15K+ members** across **200+ chapters** in 36 countries



## Learn more

### Legacy of Diversity

Dive into UPS's history of commitment to DEI by scanning the QR code

