



SC Johnson's Diversity Programs Make a Difference

Whether it's providing long-term care insurance to domestic partners or helping organizations raise awareness of people with disabilities, SC Johnson is committed to creating the best possible environment for people of all backgrounds, orientations and styles. With a diverse and inclusive work culture, we not only meet the needs of our people, but we better understand the needs of our customers and consumers.

SC Johnson has received numerous awards as an employer of choice for Diversity over the years, attracting accolades from *DiversityInc.com*, *FORTUNE* and *Hispanic Magazine*.

SC Johnson's Diversity Council meets with employee-resource groups and tracks diversity metrics and progress regularly because SC Johnson believes an inclusive, innovative workforce where differences of background, culture, ethnicity, style and ideas are valued produces superior business results. The company tracks and measures the success of its diversity programs is through its annual diversity scorecard, which has three main objectives: attract and empower a diverse workforce, continually improve employee engagement, and encourage people with diverse backgrounds, orientations and styles to add value.

There are 11 business councils focused on helping employees to tap their full potential. Each council has strategies and goals that link to the overall business plan of recruiting and retaining the best talent and are also great places to get support and share ideas. Many new and ongoing diversity initiatives are driven within SC Johnson by the Diversity Business Council, which includes leaders from its internal business councils.

Did you know?

Thirty percent of U.S. employees are members of one of the 11 employee-resource groups:

- Abilities First Business Council
- African American Business Council
- Hispanic Business Council
- Gay/Lesbian Business Council
- Women's Business Council
- Early Careers Support Group
- Elder Care Giver Support Group
- Parents of Special Needs Children Support Group
- Single Parents Support Group
- Parents of Teens Support Group
- Mature Workers Support Group