



# An Integrated Approach to Diversity & Inclusion

UPS is a global company and we must ensure that the demographics and experiences of our workforce and supply base reflect the wide range of customers we serve. See how we're taking an integrated approach to diversity & inclusion across our employees, customers, suppliers, and communities, embracing the dynamics of different backgrounds, experiences, and perspectives to propel our growth.



## EMPLOYEES

Energizing a fair, inclusive, and authentic workplace for employees that embraces and invests in the growth of committed people who bring varied experiences, backgrounds, and expertise to every aspect of the business.

**200+**  
Global Business  
Resource Groups



## CUSTOMERS

Supporting customers around the world who bring varied business opportunities and challenges, and growing together by ensuring success and well-being.

**220+**  
Countries and Territories



## COMMUNITIES

Creating opportunities and empowering all people in the thousands of communities where UPSers live and do business every day.

**\$15 Million**  
in Diversity & Inclusion  
Investments from  
The UPS Foundation



## SUPPLIERS

Using combined expertise to serve customers' evolving needs and the sustainable growth of UPS.

**\$2.6 Billion**  
Spent with Small & Diverse  
Suppliers in 2018