



## Frequently asked questions

### **What are Ashland's diversity and inclusion goals?**

We will improve talent effectiveness by putting the right people in the right places to drive overall performance; create a collaborative cultural environment that is open, inclusive and adaptable for diverse talent to thrive, and, through a diverse workforce, increase innovation by bringing new ideas and approaches to product development, operational process and business models to address the changing needs of the marketplace.

### **How does Ashland define diversity and inclusion?**

Diversity is collection of similarities and differences that we each carry with us at all times. They are based on the characteristics we were born with, the experiences we have had and the choices we have made. Inclusion provides equal access to opportunities where each person is empowered to learn, grow and maximize his or her personal contribution; an environment where diversity is actively sought, valued and leveraged in our workforce, workplace and marketplace.

### **Why is diversity important to Ashland?**

As Ashland continues to expand operations globally, our workforce must be able to work effectively across cultural, demographic and geographical boundaries. Having diverse work teams promotes improved creativity and innovation, enabling Ashland to compete in the global marketplace, improving financial performance. Research clearly shows that companies with a diverse workforce outperform those that are not diverse.

### **What is the difference between diversity and the U.S. Equal Employment Opportunity (EEO) and Affirmative Action efforts?**

Equal Employment Opportunity refers to compliance with a group of federal laws that prohibit discrimination in employment practices based on national origin, race, color, religion, gender, disability and age. These laws were enacted in recognition that in the past discrimination in employment practices had occurred in these areas.

Affirmative Action is a federal mandate that requires employers to review their employment practices within their workplaces to ensure that they do not contain barriers that prevent the advancement of women, minorities, veterans or individuals with disabilities.

The diversity initiative supports both EEO and Affirmative Action, but takes it one step further. Diversity recognizes and finds value in the differences that individuals bring to the workplace. It ensures our work environments support and enable all employees to reach their full potential. This initiative will help us attract, retain, develop and support a workforce that is well prepared to meet the challenges of the global marketplace of the future.