

# Diversity & Inclusion at P&G



# OUR PURPOSE

Touching and improving  
more consumers, more  
completely, in more  
parts of the world.



Our Belief

# Defining **Diversity & Inclusion** at P&G

**Diversity** at P&G brings together individuals from different backgrounds, cultures, and working and thinking styles, providing remarkably different talents, perspectives, and life and career experiences.

**Inclusion** at P&G inspires a culture where we leverage and celebrate the diversity that make each of us unique – skills, styles, passions, points of view, and experiences.



# Connection to Our Purpose



- *“If we are to touch and improve the lives of the world’s consumers, we first have to touch and improve lives of our employees. One leads to the other. This is just a simple reality.”*

**Bob McDonald**  
Chairman of the Board, President and CEO  
P&G

# Diversity & Inclusion at P&G

## Our Vision

Be, and be recognized as the Global Leader in Diversity & Inclusion.

## Our Mission

*Everyone Valued,  
Everyone Included,  
Everyone Performing at Their Peak™*



# P&G People mirror our consumers, unlocking Meaningful Consumer Insights:

- Diverse groups are more innovative than homogeneous groups of people.
- We hire the best, brightest and most diverse talent from throughout the world.



# External recognition

Global Most Admired Company, Fortune's "Blue Ribbon Company"

100 Most Sustainable Companies, Global 100

Top 10 Companies for People with Disabilities, DiversityInc

In Top 5 for Best Companies for Multicultural Females, Top Global Diversity Companies, DiversityInc



BARRON'S

DiversityInc



FORTUNE



Justmeans  
where good work lives

WORKING MOTHER

BusinessWeek



CHIEF EXECUTIVE  
PRINT - EVENTS - ONLINE



Forbes



China Philanthropy Award

FT  
FINANCIAL TIMES



# Diversity & Inclusion structure at P&G

## Global Diversity Officer

### Asia

Diversity Network

2 GM chair: 1) Gender 2) Nationality

### Korea

Diversity Network

- 1) Corporate
- 2) Function





# Diversity & Inclusion Week

Week of Mar 8<sup>th</sup>

Celebrate globally, regionally, across Markets

- ✓ Asia Women's Leadership symposium
- ✓ Korea Women Network event



# Diversity & Inclusion Enablers at P&G Korea

**Flexible Work  
environment**

**Gender**

Korea Women's Network

**Generation**

Gen X-Y workshop

**Culture**

Culture@Work  
training



# Diversity & Inclusion Policies

for all employees at P&G Korea

flex@work

**Leave of Absence**

*Sick leave*

**Interest clubs**

*Flex Benefit*



# Diversity & Inclusion Policies for women at P&G Korea

Life stage	Single	Married	Moms
Policies/ benefits	Match- making (plan)	Wedding leaves/gift/ allowances	Maternity toolkit Flea market



# Diversity & Inclusion

## A Competitive Advantage

to WIN with the consumers where it matters most





# Diversity & Inclusion

Touching lives, improving life. *P&G*<sup>™</sup>

