



Social – Workforce Diversity, Equity, and Inclusion

Overview

At Albany, we strive to nurture an inclusive and equitable culture where diversity of experience, background and skills are valued, respected, and celebrated. We believe that a Diversity, Equity & Inclusion (DE&I) minded culture has the power to enhance innovation, bolster our competitive market position, deliver the best products and solutions to our customers, and nurture an environment where our people can reach their highest potential.

To further our DE&I impact, in 2020 we embarked on a formal DE&I journey where we formed Albany's DE&I Council, developed a holistic and actionable DE&I strategy, and set measurable short- and long-term goals to keep us accountable.

We have identified four DE&I principles that will guide us as we continue to seek to embed DE&I in the fabric of how we operate and interact with our people, our work environment, and our communities:

- **Seek diversity** – Leveraging new talent acquisition and retention strategies to attract diverse experience, skills, and expertise to create a high-performance organization.
- **Nurture inclusion** - Creating an environment where all of our people feel, and are, valued, and can contribute and unleash their full potential to achieve better business results.
- **Amplify innovation** - Promoting a culture of shared ideas where everyone is open-minded and collaborative and leveraging diverse teams to develop breakthrough solutions in our products, operations, and customer service.
- **Empower champions** – Providing programs and initiatives that encourage employees at all levels of our organization and across all roles to champion DE&I. We believe our employees are our best DE&I ambassadors.

Key Initiatives

- **Albany DE&I Council** – The council, sponsored by the CEO, is led by the Corporate Human Resources Officer and Executive VP HR, and includes other members of the Executive Leadership Team, as well as representatives across functions and locations. We have identified the key initiatives on which to focus, formed teams, and established clear accountabilities and goals. As we continue deploying these initiatives, we expect to establish metrics of success and adjust as necessary.
- **DE&I Training** – As part of our DE&I strategy, all employees have attended DE&I training sessions to understand and create awareness of the importance of DE&I as part of Albany's culture. DE&I training is fully integrated in our continuous learning culture and journey for all employees.
- **Our Diverse Hiring Strategies** – Our recruiting and hiring strategy emphasizes that we value and promote a diverse workforce. We are specifically sourcing our job candidates from a broad range of hiring sources that target people with diverse backgrounds

and skills to fill open positions within Albany. Managers are trained on our hiring and interview process in order to standardize and remove any potential bias. Our onboarding process across the company focuses on inclusiveness and a sense of belonging.

- **Empowering Women Leaders Network** – Our Empowering Women Leadership Network enables women at all levels to unleash their potential and increase their visibility. This platform allows women leaders to build a community through connections, relationships, and partnerships. This unique program will ultimately lead to a higher representation of women at all levels to contribute to Albany’s business success by attracting, developing, and retaining talented women.

Relevant Policies/Governance Documents

- [Business Ethics Policy](#) 
- [Equal Employment Opportunity Policy](#) 

Key Metrics

Albany continues to focus on expanding our outreach in order to attract and retain diversified talent in our workforce through the deployment of our DE&I Council Initiatives so we can achieve our goal of a fully inclusive and diversified work environment.

Gender representation:

- *Gender representation:*



– **25% of our global workforce are women in 2021**