

## DE&I: MOVING THE NEEDLE TOWARDS A NEW FUTURE

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*DE&I (Diversity, Equity and Inclusion): showing a clear commitment to provide everyone access to same opportunity and to fulfil their potential based on their will and competences.<sup>[1]</sup>*

### **The Sullair DE&I Philosophy**

At Sullair A Hitachi Group Company, we strongly believe that a diverse workforce makes us more competitive, effective, and innovative. We believe in diversity in all dimensions: age, gender, race and ethnicity, ability, and sexual orientation—not to mention education, life experience, and socioeconomic background. The fostering, respect, and recruitment of a diverse body of employees also creates a healthy environment where all voices are heard promoting equity and inclusion. Furthermore, we believe that including everyone in the conversation brings fresh ideas and skills to the table, driving innovation at Sullair.

### **Hitachi Leads DE&I by Example**

Moreover, at Hitachi, diversity is held as the fountainhead of its growth and innovation. Hitachi recognizes that personal differences, such as gender, sexual orientation, work history, nationality, and philosophy, are elements of people's individuality. By respecting our employees' differences and positioning them as an advantage, Hitachi frames its diversity and inclusion as conducive to both the individual's and the company's sustainable growth.

## The Importance of DE&I in Manufacturing

According to the National Association of Manufacturers (NAM) most recent Outlook Survey, “attracting and retaining a quality workforce” is one of the manufacturing industry’s top challenges. And according to the survey’s results, 78.7% of respondents [in the manufacturing industry] said they have open positions they are struggling to fill. Additionally, roughly 1/3 of the manufacturers who were interviewed say they were forced to turn down business opportunities due to their inability to find sufficient talent. Diversity, equity, and inclusion not only foster an innovative, engaging, and productive environment, but they can assist in meeting the increasing need to attract and retain highly skilled workers. These principles can help widen the pool of applicants and recruiting efforts in spaces not considered before – pushing the manufacturing industry as a whole towards further vanguard, creative thinking, and problem-solving.

## DE&I Committee Moves Sullair Towards a Bright Future

At Sullair, we recognize the importance of valuing and celebrating our employees’ diverse backgrounds and have embarked on a journey to address these issues by forming a DE&I Committee. The DE&I committee is comprised of a diverse group of employees from Hitachi Industrial Equipment Systems America (HIESA), Hitachi America, Ltd. (HAL), Telesis, Compressor Pump, and Service (CPS), and Air Industrial Resource (AIR). Our DE&I Committee meets monthly to discuss how to foster the understanding of diversity, equity, and inclusion via engaging activities, events, and a specially created intranet site. This site serves as a space for employees to learn and grow and is the main repository for vital information and resources on topics ranging from unconscious bias to cultural celebrations to interactive activities. Since the Committee is still in its infancy, members are currently strategizing other ways to better convey the overall message as well as reach, support, and inform our diverse body of employees.

### Notes

1. Hitachi Mid-term Management Plan 2024 - Diversity, Equity and Inclusion Strategy