

Global Diversity, Inclusion, and Belonging Report



DIVERSITY MATTERS. INCLUSION BONDS. BELONGING SUSTAINS.

xerox[™]

Our Commitment to Diversity, Inclusion, and Belonging



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Inclusion, and Belonging, Xerox

Our diversity, inclusion, and belonging (DIB) roadmap enables us to amplify our impact on employees and society. We continue to execute key priorities in five focus areas: building a diverse pipeline, strengthening relationships with external organizations, reinforcing a company-wide culture of belonging, extending our reach into the communities that we serve, and fostering accountability by measuring our progress against our Environmental Social Governance metrics. More importantly, we are engaging our employees in our DIB journey through our ten employee resource groups, ongoing employee listening sessions, and our annual All of Us Together event.

In 2023, women made up approximately 26% of the Xerox workforce and 40% of our Executive Committee – a reflection of our commitment to gender diversity and inclusion at the highest level. We continue to focus on improving the representation of women, veterans, nationalities, LGBTQ+ members, and individuals with disabilities in professional roles and creating more opportunities in leadership across Xerox and within our Board of Directors.

Our ongoing challenge is to recruit and promote underrepresented candidates into mid and upper quartile professional and technical roles. We will continue to empower our DIB advocates, expand our DIB initiatives, and hold our leaders and employees accountable through training, reporting, and other processes to promote trust, transparency, and accountability through our policies and actions while increasing visibility and opportunities for under-represented talent.

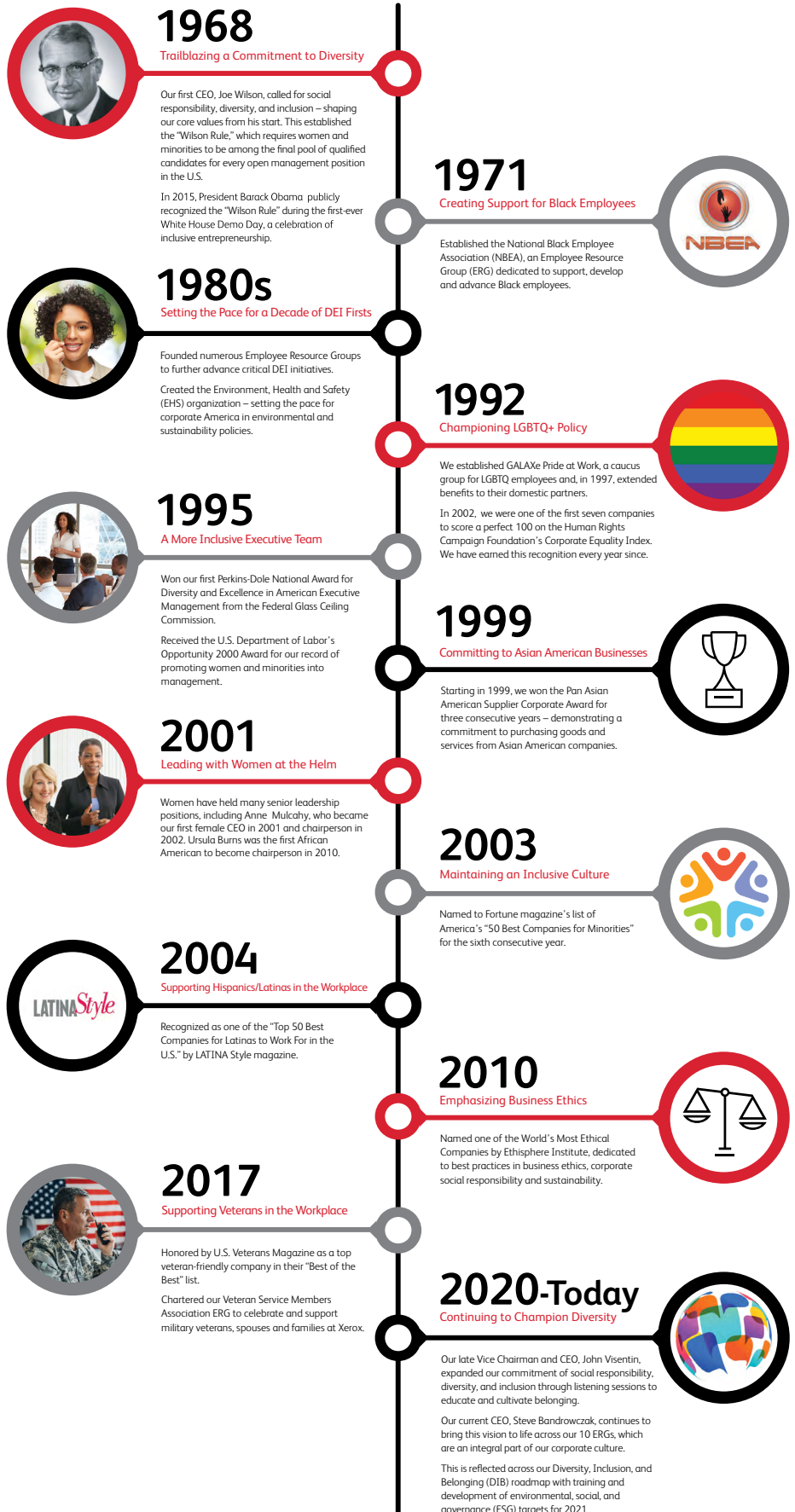
In this report, we reflect on 2023 results and the steps we are taking to foster DIB at Xerox. Diversity, inclusion, and belonging are at the heart of our belief system and how we deliver on promises to our clients, our communities, and each other.

Building On Legacy

Our journey toward diversity, inclusion, and belonging (DIB) is a pioneering narrative that began over half a century ago. In the early 1960s, Black employees at Xerox started to form regional caucus groups, marking the inception of a collective voice, advocating for change within the company. This grassroots movement led to the establishment of the nation's first official employee resource group (ERG) in 1971, a testament to the employees' determination and solidarity. At the helm during this period was the CEO Joe Wilson, whose vision for a diverse workforce initiated a robust outreach and recruitment strategy, laying the groundwork for what would become the "Wilson Rule"—a policy advocating for the representation of diverse candidates across all professional levels.

Today, our dedication to DIB is reflected in a multifaceted approach encompassing 10 ERGs focused on employee growth, comprehensive work-life programs supporting its global workforce, and a supplier diversity program that prioritizes small and diverse businesses. This enduring commitment positions Xerox as a leader in fostering an inclusive corporate culture that not only supports its employees but also extends its impact to the broader community.

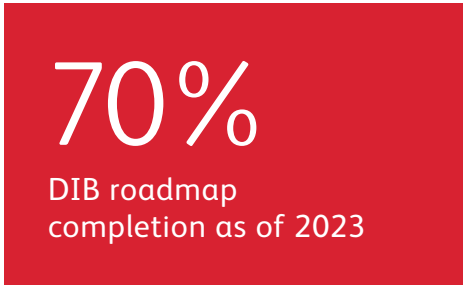
A few of the company's historical moments are captured on the [Diversity, Inclusion, and Belonging Timeline](#).



Following the Roadmap

DIVERSITY, INCLUSION, AND BELONGING: STRATEGY IN ACTION

Diversity, Inclusion, and Belonging are not just words on paper — they are the core elements of our value system and central to the way we do business. Advancing our DIB roadmap enables us to have an inclusive approach that addresses client needs, creates diverse work teams, facilitates diversity of thought, increases our talent pool, and fosters accountability that supports our progress against our ESG metrics. In 2021, we outlined a 5-year DIB roadmap comprising approximately 140 initiatives under 5 main verticals. The final 30% of the roadmap is composed of investing in additional support in employee benefits such as financial wellness and expanding caregiver program access.



Diverse Pipeline:

Continue to focus on aspirational goals to recruit, hire, and promote more women globally as well as underrepresented talent within the U.S. for professional-level job roles. Governed by our Diversity Policy known as The Wilson Rule.



Accountability:

Measure our progress against our ESG metrics and continue to be transparent by utilizing our Corporate Social Responsibility (CSR) Report to inform the public about our strategy and progress. We are confident that over time, our efforts will yield sustainable progress in this critical business challenge. In 2023, a third-party assurance audit against the social Key Performance Indicators (KPIs) confirmed the accuracy of the methodology.



Community Outreach:

Foster relationships with partners that reflect the communities that we serve, which is at the heart of our DIB roadmap. We continue to nurture existing partnerships while extending our roles with new partners such as the Prince's Trust, Black Women's Leadership Council Sankofa Girls in Science, and GenderCool.



Culture Change:

Integrate DIB learning events with annual ethics and compliance training and provide Employee Resource Group (ERG) leaders with resources to support their professional and personal development programs. Our 2023 All of Us Together Event focused on cultivating and sustaining an inclusive workplace culture. The event received an overall 96% satisfaction rating on information and engagement with 99% respondents stating that they understand how Xerox is advancing our DIB roadmap.



Partnerships:

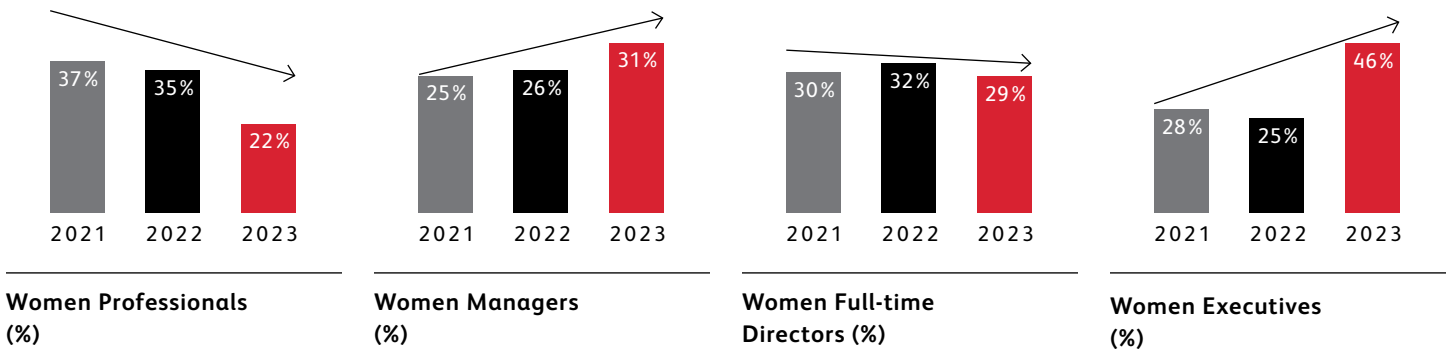
Build relationships with external organizations to increase the sourcing of incoming talent that better reflects the markets and communities we serve. For example, we are working with artificial intelligence (AI) vendors that provide a more accurate match to support mentoring programs, connect candidates with employees to learn about company culture, and generative AI dashboard support.

By The Numbers



We know the power of having a global and diverse team. It is one of the reasons Xerox has been successful for more than 115 years. By having a diverse workforce, we benefit from different ways of looking at our business, leading to innovative breakthroughs for our clients and more engaging work for our people. Research shows that diverse companies have more engaged, productive, and innovative workforces and in turn, perform better financially.

WOMEN IN LEADERSHIP



12% increase in women part-time directors

31% of the workforce (30 and under) are women

4.7% increase in women managers worldwide

It's in our DNA



Xerox 2023 Summer Interns.

“We have observed a notable year-over-year improvement in performance and intern satisfaction, achieving a commendable rating of 4.24 out of 5. This reflects our ongoing commitment to excellence and the positive impacts of our developmental initiatives.”

Erike Hoston,
University and Early Career
Recruiting Lead

THE WILSON RULE

Inspired by our first CEO, Joe Wilson, the Wilson Rule follows robust outreach and recruiting strategies to foster diverse representation at management and professional levels throughout the business. This initiative ensures that women and minorities are among the final pool of qualified candidates for every open position. Joe’s commitment to social responsibility, diversity, and inclusiveness remains core to the values of Xerox. It is part of our company’s DNA as well as a key aspect of our hiring process.

NON-DISCRIMINATION POLICY

Globally, we create policies that support our business goals and reflect the culture of the countries where we do business. At Xerox, we do not discriminate on the basis of race, color, religious belief, sex, age, national origin, citizenship status, marital status, union status, sexual orientation, or gender identity.

RECRUITMENT

We are an Equal Opportunity Employer and comply with all applicable federal, state, and local laws that govern the hiring and treatment of our employees. We consider internal or external applicants for all positions without regard to race, color, creed, religion, ancestry, national origin, age, gender identity or expression, sex, marital status, sexual orientation, physical or mental disability, use of a guide dog or service animal, military/veteran status, citizenship status, basis of genetic information, or any other group protected by law. For information on our supplier diversity program and performance, please see the Supplier Relations section.

To broaden our employee base, we are partnering with nonprofit organizations, including: A Better Chance (U.S.), Prince’s Trust (U.K.), HBCU Collectives Initiative (U.S.), and Out & Equal to help us expand our talent pool to create a diverse workforce that better reflects the markets and communities we serve. Attracting early career talent from different racial, ethnic, and cultural backgrounds increases the likelihood of filling diverse roles at all levels, sparking creative and revolutionary ideas for years to come. At Xerox, we have created numerous roles across different business areas to help them develop core skills and prepare them for a successful career.



“This program is truly dedicated to catering to the individual curiosities of each intern. I have been able to meet with and do projects in so many different disciplines, from diversity, inclusion, and belonging reports to analyzing data for sales effectiveness. As a returner, this summer, I can say the development sessions from 2023 have critically shaped my actions and perspective during this past school year and I am excited to continue learning and growing.”

Nailah Elliott,
Intern
Diversity, Inclusion, and Belonging

Community Partners

We reach out to young people through programs such as the FIRST (For Inspiration and Recognition of Science and Technology) robotics competition and the Xerox Science Consultant Program to encourage broader interest in science and technology.



A Better Chance Gala 2023.

We are deepening partnerships with external organizations to expand our community reach and increase access to underrepresented talent:

- **A Better Chance** (ABC) strives to identify, recruit, and develop leaders among underrepresented young people of color throughout the United States. Xerox continues to look to A Better Chance among its partners as a source for talent, exploring opportunities to contribute to thought partnership and leadership, and honoring and recognizing the legacy of John Visentin through the John Visentin Scholarship Fund.
- **Out & Equal** partners with companies, government agencies, and organizations to advance LGBTQ+ workplace quality. In 2023, Xerox DIB Leader, Dr. Yetta Toliver was recognized by Out & Equal as an Ally Changemaker Finalist. Xerox also attended the 2023 Out & Equal summit at Disney World.
- **The GenderCool Project** is a youth-led movement bringing positive change to the world. The Champions are helping replace misinformed opinions with positive experiences meeting transgender and non-binary youth who are thriving.
- For over 20 years, the **Human Rights Campaign (HRC)** has recognized Xerox as one of the “Best Places to Work for LGBTQ Equality” in its annual Corporate Equality Index. We are one of only seven companies to receive this 20-year perfect score distinction. We actively support the HRC’s mission and advocate for LGBTQ+ rights by endorsing legislative briefs and letters.
- **BWLC Sankofa Girls in Science**. The Xerox and BWLC partnership supports the Sankofa Girls in Science scholars in Ghana. The Sankofa Girls in Science program is an initiative that provides scholarships, mentorship, and training to high-achieving female students from low-income backgrounds pursuing a STEM education and careers.



“A Better Chance has been an invaluable source of community for me. I joined ABC when I was fifteen, and I learned about Xerox through them my sophomore year of college. I have now been a Xerox intern for over a year, and I have learned so much through my experience. I am so grateful for the relationship that Xerox maintains with ABC scholars, and I can wholeheartedly say that both programs have positively shaped my professional aspirations.”

Tomi Akisanya,
Xerox Intern & Abc Alum

Community Partners



Team Xerox in Prince's Trust Palace to Palace Ride.

The **HBCU Collective Impact Opportunity** is a group of organizations that have come together to support and collaborate with historically black colleges and universities.

Thurgood Marshall College Fund provides opportunities for Black students to journey to college, through college, and into a career.

The Prince's Trust helps disadvantaged young people aged 11 to 30 in the U.K. build a better future for themselves. In 2023, Xerox teams contributed to the \$2 million raised by Prince's Trust as part of the Million Makers Challenge through various fundraisers. Xerox employees also participated in Prince's Trust's flagship event – the Palace-to-Palace bike ride. Through the Palace-to-Palace ride and other fundraising, Xerox raised £80,000 of our £150,000 three-year goal.



Xerox Team Dream Makers winning the New Kid on the Block Award in the Prince's Trust Million Makers Challenge.

Ensuring a Diverse Supply Base



“Our supplier diversity program is fueled by the rich cultural diversity and values of the communities we serve. Throughout the procurement process, we are dedicated to cultivating an inclusive and supportive atmosphere that nurtures mutually beneficial business endeavors. Our goal is to establish enduring partnerships that encourage resilience, innovation, and the development of sustainable products.”

Alissa weathers
Supplier Diversity & Sustainability Manager

SUPPLIER DIVERSITY PROGRAM:

The Xerox Supplier Diversity Program achieves new levels of success every year. We have a long history of providing fair and equitable opportunities for small and diverse enterprises to do business with us.

WE ARE COMMITTED TO:

- Actively seeking out certified diverse suppliers that can supply competitive, high-quality goods and services whose business models align with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement process.
- Communicating the value of supplier diversity, both internally and externally, to all stakeholders.
- Leveraging our supplier diversity results to meet our clients' supplier diversity requirements.

Xerox has established partnerships with certified small businesses as well as enterprises owned by minorities, women, veterans, LGBTQ+, and individuals with disabilities.

OUTREACH EFFORTS

We take part in several efforts with the goal of increasing diversity, inclusion, and belonging in several different business areas.

- We are an active member of:
 - New York & New Jersey National Minority Supplier Development Council (NMSDC)
 - Women's Business Enterprise National Council (WBENC)
- Participation in various national and regional conferences, matchmaker events and forums related to promoting business with MWBE's.

More information is available at: xerox.com/supplierdiversity

DURING 2023, XEROX AND OUR SUBSIDIARIES PURCHASED GOODS AND SERVICES FROM THE FOLLOWING*:

\$37 Million
Minority Owned

\$35 Million
Women Owned

\$10 Million
Veteran Owned

\$387 Million
Small Tier I Businesses

* North American data only

Creating a Competitive Advantage



Our commitment to diversity, inclusion, and belonging begins at the top with total executive support. It's a way of life here.

GLOBAL DIB COUNCIL

Our Global DIB Council, sponsored by the CEO and Senior Vice President of People, Culture, and Diversity, meets throughout the year to discuss the performance trends and insights related to advancing the DIB Roadmap, celebrate accomplishments, and discuss ERG-related matters. Council members include leaders representing various backgrounds and functions across Xerox.

This council is committed to driving inclusivity and engagement:

- To inform, educate, and influence our people, our customers, and our brand.
- Create a safe space to listen, learn, and act.
- Represents inclusion across Xerox to ensure all voices are heard.
- Strategy driven across the organization.

EXECUTIVE SPONSORS

Our Executive Sponsors serve as advisors and advocates who may not identify with the ERG group as the members do, but model communication, compassion, transparency, and accountability. The executive sponsor provides mentorship, thought partnership, external and internal connections, and assistance with resources for the ERG. This collaborative process ensures that we work together across all levels to create an effective and inclusive work environment.

DIB ADVOCATES

We recruit employees to be DIB Advocates to help strengthen the inclusion of employees in all areas.

Employee Resource Groups

Dating from the 1960s, ERGs have and continue to play an important role in our diversity story. In fact, Xerox is credited with the creation of the first ERG, the National Black Employees Association (NBEA) in 1964. ERGs are voluntary, employee-led organizations that are open to all Xerox employees that foster a diverse, inclusive workplace for all, including underrepresented groups. Our ERGs are focused on member development, engagement, belonging, support, and community.

1964

NATIONAL BLACK EMPLOYEES ASSOCIATION (NBEA)

Committed to providing a community of support for Black employees at Xerox with opportunities for mentoring, training and development, and outreach. It seeks to ensure that individual professional abilities and talents are recognized in employment and promotion practices, regardless of ethnic or racial group.



1984

THE WOMEN'S ALLIANCE (TWA)

Ensures that we, at Xerox, recognize and value women for their significant contributions and leadership.



1968

ASIANS COMING TOGETHER (ACT)

Creates awareness of Asian contributions, promotes professional development, and enhances an understanding of Asian culture at Xerox.



1988

GALAXE

Serves as a community for employees who are, or who support gay, lesbian, bisexual, or transgender persons. The group aims to increase the visibility of its members within Xerox and beyond and provide a connection between its membership and Xerox as well as with other LGBTQ+ organizations.



1970

XEROX LEADERSHIP ASSOCIATION (XLA)

Devoted to professional development, career enhancement, and the promotion of belonging and engagement.



2008

YOUNG PROFESSIONALS NEXGEN (YP)

Devoted to creating an influential global network of members while providing opportunities for people to show initiative and work alongside leaders within Xerox.



1971

BLACK WOMEN'S LEADERSHIP COUNCIL (BWLC)

Serves as a catalyst to advance professional development, facilitate hiring, and improve the retention of Black women in the Xerox workplace.



2020

VETERANS SERVICE MEMBERS ASSOCIATION (VSMA)

Promotes the wellness, stability, and visibility of those who served and continue to serve, resulting in increased veteran recruitment and community outreach.



1975

HISPANIC ASSOCIATION FOR PROFESSIONAL ADVANCEMENT (HAPA)

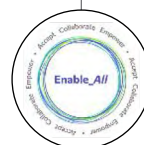
Established to create a single unified voice of Hispanic representation. HAPA works with the senior management of Xerox to ensure that Hispanics achieve increased presence at all levels.



2022

ENABLE ALL

Supports team members from Xerox and communities who have or are involved with disabilities (hidden or otherwise) by promotion, inclusiveness, and innovation. The mission is to promote the acceptance of disabilities while encouraging, empowering, and lending dignity to those with disabilities.



Our Greater Community



\$480,591

Total User Donation Amount (USD)

\$406,348

Corporate Match Amount (USD)

\$1,120,495

Total Donation Amount (USD)

2740

Causes Supported

Our organization strives to enable employees-driven philanthropy and community programs to meet our overall mission. At its core, our philanthropic efforts are focused on four strategic areas:





- **Education and workforce preparedness:** We support the role of education in society — colleges, universities, science, technology, engineering, and math (STEM) education programs, and workforce development programs that prepare the next generation of leaders, inventors, and scientists.
- **Strong, vibrant communities:** Our organization invests in communities where our people and clients live and work, strengthening ties with our stakeholders and embedding Xerox into the fabric of communities around the world. We enable our people to give back to the causes they believe in. The support we provide enhances our corporate reputation, driving our success.
- **Sustainability:** We support programs and partnerships that mitigate climate change and make our world a better place.
- **Disaster relief:** We provide aid to our employees and their neighbors in crises during natural disasters.

Since 1974, the Xerox Community Involvement Program (XCIP) has championed our employees' volunteer spirit by providing essential funding from Xerox, driving meaningful changes in the communities we live and serve. In 2023, we invested more than \$2.4 million in the nonprofit sector, with Xerox employees volunteering more than 42,000 hours globally in communities where our people live and work. We also continued with the annual Team Xerox Volunteer Day campaign. During the two-month campaign, which kicked off on Earth Day (April 22), 937 employees logged nearly 16,000 volunteer hours, helping 310 causes across the globe. Our global participation rate was 4.3%.

Recognitions

Greater Toronto's Top 2024 Employers	Top 15 Influential Women in Diversity
HRC Equality Index Score of 100%	2023 Black Enterprise Best Companies for Diversity
Disability IN 100/100 Score 2024	Diversity First Top 50 Companies for Diversity 2023
HRO Today 2023 DEI Executive of the Year	Best of the Best Top Employer
HRO Program of the Year Finalist	Best of the Best Top Supplier Diversity Programs
Out & Equal Ally Changemaker Finalist	Black Enterprise Top 35 Companies for Supplier Diversity
UK Disability Committed	AT&T Prime Supplier Crystal Award for Outstanding Diversity Supplier Utilization

Badges

 <p>KeepWell Mark</p>	 <p>Certified Age Friendly Employer</p>	 <p>VETS Indexes 3-star Employer</p>	 <p>Menopause Friendly Company (UK)</p>
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[Find out more about our DIB Awards on our website.](#)

Advancing Our Culture

One of the cornerstones of our approach is the unwavering support from the highest levels of leadership. From the C-suite to our Employee Resource Groups (ERGs), everyone plays a vital role in championing our DIB initiatives. Our ERGs, in particular, serve as cultural champions, driving awareness, advocacy, and action throughout our organization.

Diversity, Inclusion, and Belonging represent the threads that weave through the fabric of our organization, enriching every aspect of our operations. From supplier diversity programs to talent acquisition and beyond, we recognize that embracing diversity in all its forms is not just the right thing to do—it's also a strategic imperative.

By fostering an environment where everyone feels valued, respected, and empowered to bring their authentic selves to work, we not only enhance employee engagement and productivity but also unlock innovation and creativity. Just as a tapestry is made more beautiful by the diversity of its threads, so too is our organization enriched by the diverse perspectives and experiences of our people.

As we look to the future, we remain committed to advancing diversity, inclusion, and belonging in all that we do. Together, we will continue to build a workplace where everyone has the opportunity to thrive and succeed.

CONNECT WITH US

Social media plays an important role in engaging our people around the world. It also stimulates discussions about our business, industry, technology, services, workplace, brand, and more.

- news.xerox.com
- linkedin.com/company/xerox
- youtube.com/xeroxcorp
- x.com/Xerox
- facebook.com/xeroxcorp