



ZEBRA

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Diversity breeds innovation, and innovation is what drives our business forward. Zebra is a company built on great minds, with unique points of view that came together to build something remarkable together. As a company dependent on its ability to innovate and set the industry pace, not follow it, diversity is a key to our success and something Zebra takes very seriously.

Because innovation is our lifeblood, our priority is to enable diversity in thought, and that can be achieved only through diversity in gender, race, age, experience and background. Our diversity efforts focus on each of those areas with flexibility to dig deeper on topics that are most timely and relevant to our business and our people.

Inclusion and Diversity Commitment Actions:

- **Realigning human resources and talent management policies.** Diversity and inclusion being a key pillar of:
 - **Interview inclusion requirements** — each interview panel will focus on ensuring the inclusion of a diverse pool of candidates.
 - **Supplier diversity** — Zebra has a large contractor population that is recruited by third parties. Diversity in those suppliers is a key focus, and we issue an annual supplier diversity award to those contracting agencies that promote diversity within their business practice.
 - **Limiting unconscious bias** — ongoing training and additional approaches have been implemented to avoid unconscious bias from entering the candidate pool selection.
- **Making diversity and inclusion part of our Executive Leadership’s agenda,** which includes the responsibility to monitor and track the company’s progress to keep us accountable and constantly pushing for change.
- **Developing a Leadership Development Program module.** As part of Zebra’s program that is focused on engaging emerging leaders and equipping them with experiences and tools to further their leadership path in the company, a specific diversity module addresses the importance of diversity across the organization. The goal is to ensure diversity and inclusion is a natural part of what leaders consider when leading their teams.
- **Launching our inclusion networks.** The first official inclusion network of the organization, the Women’s Inclusion Network (WIN), is an opportunity for women across Zebra to network and get access to resources to help them build and develop in their careers within Zebra and beyond. We recently launched the Zebra Equality Alliance, or ZEAL, which is our new LGBTQ+ inclusion network, and an inclusion network for military veterans (VETZ).



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- **Developing a talent management process** to emphasize diversity within Zebra's talent management pools and succession planning.
- **Launching an internship program.** Zebra is committed to ensuring all generations are welcomed, with the youngest talent being no exception. Formally launched in North America, Zebra will welcome more than 100 interns in the summer of 2018.
- **Building an enterprise wide Inclusion and Diversity Council** to act as an employee advisory board.
- **Building a mentoring program** to enhance relationships and coaching for diverse groups.

Tim Berners-Lee once said, "We need diversity of thought in the world to face new challenges." Zebra prides itself on solving our customers' challenges, and we couldn't do that without diversity in our people. We are committed to continuing to make diversity and inclusion a priority so we can solve the challenges the world throws at us not just today and tomorrow, but for years to come.

Anders Gustafsson
Chief Executive Officer
Zebra Technologies Corp.