



EATON PRIDE

Pride Symposium: Wellbeing and Joy

Renan Machado Cardoso
11th of October 2023



We make what matters work.*

An aerial night view of a city, likely Dubai, with a network of white lines overlaid on the image. The city lights are visible, and a prominent yellow vertical line runs through the center. The text is overlaid on the left side of the image.

Who is Eaton?

We are an **intelligent power management** company doing business in more than **170 countries** with annual sales of over **\$20.8 billion USD**.

We make what matters work.*



Powering Business Worldwide

I&D @ EATON Overview



Powering Business Worldwide

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“We aspire to be a model of inclusion and diversity in our industry - a place where everyone matters, a place where everyone belongs.”

Inclusion and diversity help us achieve our business results and fulfill our vision



Craig Arnold, Chairman & CEO

Our commitment

By 2030, we aim to:

Maintain or exceed current representation of women and U.S. minorities on our board of directors and senior leadership team

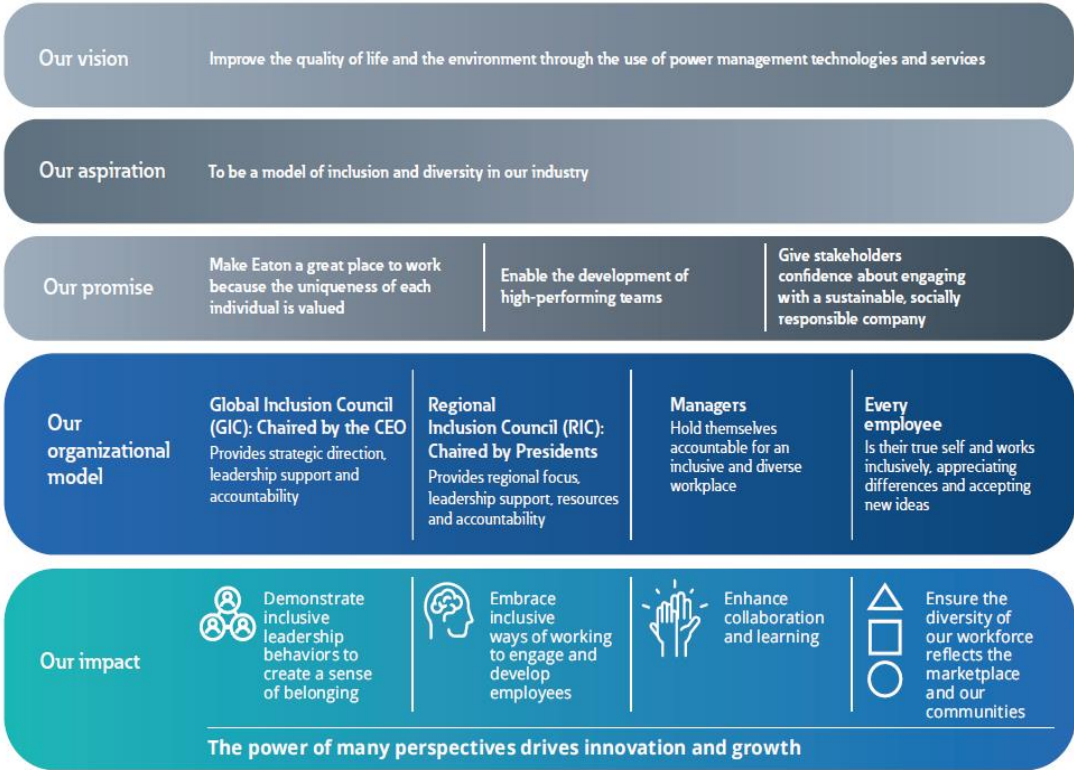
Increase representation of salaried* global women to 40%

Increase representation of salaried* U.S. minorities to 34%

Achieve an inclusion index score of 80% or higher

* Salaried defined as professional and above.

Our inclusion and diversity model



We make (inclusion and diversity) work*

Current inclusion ERGs



Global Inclusion & Transparency Report



Let's take **PRIDE** at Eaton



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EATON PRIDE – Strategy

Eaton PRIDE is a place to **connect and encourage inclusion, education, awareness and support** among LGBTQ+ employees and the allies who support them.

Our purpose is to **create and maintain a culture that better recognizes**, values and fully leverages different perspectives and backgrounds to achieve our business and aspirational goals.

In EMEA, we do this by:

- promoting employee and community engagement,
- fostering education
- and strengthening retention through visibility for those who identify as LGBTQ+ and Allies.



EATON PRIDE – SWOT

- Action-driven core team
- Diverse team
- Collaboration
- Challenging the norm
- Open-mindedness in Western region

Strengths

- Lack of core team members from ME and Africa
- Low diversity of age groups in the core team
- Extending I&D initiatives to shop floor

Weakness

- Working with other iERGs
- Collaboration with other LGBTQ+ Organizations
- Transgender benefits & guidelines
- Bold approach to tabooed topics
- Leveraging site ambassadors

Opportunities

- Anti LGBTQ+ laws in certain regions
- Misconception on Sexuality and Gender
- Argumentation to why Sexuality and Gender matters at workplace

Threats

EATON PRIDE – EMEA Plan

Attract top talent

- EMEA PRIDE - Eaton.com Page
- Involvement with Local PRIDE Organizations (charity)
- Participation on LGBTQ+ focused career fairs

Develop existing talent

- PRIDE Sensitivity and Transgender Guidelines Training Sessions
- Awareness Campaigns (#s)
- Global Mentoring Program
- Eaton's Living Library
- Speaker Series on awareness and education

Retain existing talent

- Maintain Calendar of PRIDE activities in EMEA
- Recognition of Active Members and Best Performers

Networking with communities

- Combined Efforts with other iERG and other PRIDE chapters
- Alignment and Support from I&D Legal

EATON PRIDE – 2023 Calendar

Signature Events

- 31/03 – Transgender Day of Visibility
- 17/05 – International Day Against Homophobia, Biphobia and Transphobia
- June – PRIDE Month
- 11/10 – National Coming Out Day
- 01/12 – World AIDS Day

Social Media Attention

- 20-26/02 - Aromantic Awareness Week
- 24-30/04 - Lesbian Visibility Week
- 24/05 – Pansexual/Panromantic Visibility Day
- 14/07 – International Non-Binary Peoples Day
- 23/09 – Bisexuality Day
- 23-29/10 – Asexual Awareness Week
- 26/10 – Intersex Awareness Day
- 20/11 – Transgender Day of Remembrance

Local Attention

- February – LGBTQ+ History Month (UK)
- 14/04 – Day of Silence (UK)
- 17/05 – Harvey Milk Day (US)
- 20/10 – Spirit Day (UK/ZA/IE/TR)
- 08/11 – Intersex Day of Solidarity (EMEA)
- 13-19/11 – Transgender Awareness Week (EMEA)
- 08/12 – Purple Friday (NL)

January

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EATON PRIDE – EMEA Chapter

Eaton PRIDE EMEA



In October 2018, we launched Eaton PRIDE EMEA to empower LGBTQ+ employees and their allies with a safe, supportive and confidential space.

I Support Eaton PRIDE

EMEA Video of allies and LGBTQ+ employees showing their support for the iERG.

I
SUPPORT
EATON PRIDE

National Student Pride



Annual university event, attracting over 2000 students, providing the opportunity to talk with future talent and promote Eaton as 'Employer of Choice'.

Speaker Series

Dublin Launch and speaker series by Paula Fagan CEO of LGBT Ireland who highlighted the importance of being inclusive at work and being an Ally.



EATON PRIDE – EMEA Chapter

Budapest Pride Walk



Budapest team highlighted their support by joining the local community and celebrating diversity in the 2023 Budapest Pride walk

Cwmbran Workshop

LGBT workshop with charity Stonewall Cymru, focusing on the experiences of the LGBT community living in Wales and the best practice on how to create an inclusive workplace.



Sheffield Pride



Local awareness within a city close to our sites, reaching out to many within Sheffield. Raising awareness of our inclusive working environment.

Eaton sites support Pride

Celebrating PRIDE, sites around EMEA are proud to be an ally to the LGBT+ community at Eaton.



EATON PRIDE – PRIDE Month 2023

Turin, IT



Karlsruhe, DE

The location has organized a rainbow challenge at the office, making sure to raise awareness throughout entire month of June



Panel discussion with leadership and all employees to raise awareness and increase acceptance.

Bedhampton & Titchfield, UK



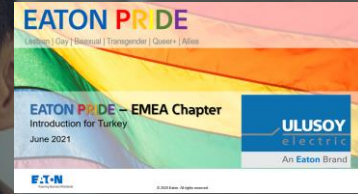
Joined forces to proudly celebrate our sponsorship with Portsmouth Pride.

Vienna, AT

Vienna organized pride sensitivity training and had good discussions about PRIDE, acceptance and equality.



Istanbul, TR
Bielsko Biala, PL



In countries where the topic is still sensitive, we had the support from local leadership to raise awareness and increase acceptance among employees by hoisting pride flags.

EATON PRIDE

Lesbian | Gay | Bisexual | Transgender | Queer+ | Allies



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