

Diversity, Equity & Inclusion

We believe all humans are equal. Individually and collectively, we need to proactively create and promote opportunities that give everybody an equal footing in life.

Diversity, Equity & Inclusion

We nurture an environment where every voice and perspective can be heard, **with equal value placed on seen and unseen experiences.**

We proactively promote accessibility and inclusivity inside our network and beyond.

We build bridges, skills and careers with a future workforce development path and associate-led resource groups.

Diversity, Equity & Inclusion

UN Global Compact

Shaw is a signatory of the UN Global Compact, and our sustainable sourcing policy and related terms and conditions for all suppliers cover its principles focused on upholding and protecting human rights, labor, environment and anti-corruption standards.



30% spend

with small & diverse businesses

At Shaw we want to promote supplier participation that is reflective of Shaw's diverse customer base and local community. We believe having a strong Supplier Diversity Program is strategic for bringing more innovation to our business and opening new markets for growth.

\$6.9MM

contributed

Shaw and its associates contributed over \$6.9 million to nonprofit and philanthropic organizations in 2020.

Associate Resource Groups

An Associate Resource Group is a support network built amongst coworkers with a shared identity characteristic and fosters inclusivity through dialogue within the larger Shaw values.



The company we keep:

Shaw Contract Partnerships

- Center for Green Schools
- DIFFA
- Chicago Food Depository
- MASS Partnership

Global Efforts

- World Green Building Council
- Health & Wellbeing Framework Supporter

Hyperlocal Efforts

- Atlanta Community Foodbank (COVID 19 food fund drive)
- Good Neighbor Homeless Shelter
- Hickory Log Men's Home
- Tranquility House
- Advocates for Children's Hope in Your Home program

Shaw Enterprise Community Support & Philanthropic Giving

- St. Jude's Children's Research Hospital®, United Way, Homes for Our Troops®, Junior Achievement®, Floor Covering Industry Foundation, Habitat for Humanity®, Camp D.E.M. (Design, Engineering & Manufacturing), FIRST® Robotics Competition, FIRST® Tech Challenge



For each purchase of Shaw Contract flooring, a portion goes to support small & diverse businesses.

We know that we can go further together and that we can always go further still. Being good ancestors means looking after each other for our children, our grandchildren and onwards. Our planet is not only our home, it is our legacy too. Being good caretakers means taking care in the present for the future.

Feels good to do good.



ShawContract®