



2024 Diversity, Equity & Inclusion (DEI) Strategy

Strategy Statement

Welcomed, connected & accepted

You **Belong** at UPS

500,000+ UPSers, customers, suppliers and community members

Moving Our World Forward
By Delivering What Matters™

Key Objectives



Increase LTR to 80

Grow UPSers' likelihood to recommend UPS employment to qualified friends & family



Boost representation

Reflect customers & communities with continued progress toward 2025 aspirational goals



Support UPS growth & strategy

Further UPS as an employer of choice and drive impact through diversity of thought

Strategic Pillars

Advance, Collaborate and Transform (ACT)

Better & Bolder

Talent

Advance diverse talent through employee engagement and professional development

Leadership

Collaborate to foster inclusive leadership and a culture of belonging

Business

Transform for impact by advancing business imperatives and outcomes through DEI

Initiative Spotlight

Business Resource Groups (BRGs) foster belonging in the workplace while impacting the business, community and talent pipeline

UPS launched the first BRG in 2006 and now has 11 BRGs with **17K+ members** across **200+ chapters** in 38 countries



Learn more

Legacy of Diversity

Dive into UPS's history of commitment to DEI by scanning the QR code

