



ITW Construction Products UKI Nordics:

Divisional Diversity & Inclusion Statement

At ITW, we strive for everyone to reach their full potential and we value the unique and diverse perspectives that make all of us better together.

To reach our full potential it takes all of us – and that’s why we value the unique perspectives, experience and ideas that our colleagues contribute across our entire enterprise. We believe we are at our best when we create an environment where people are heard, valued and engaged. We create diverse and inclusive (D&I) workplaces where everyone can perform to their full potential, grow their careers, and enhance ITW’s workplace culture. Uniqueness is powerful, be yourself, we like it that way.

As a division of ITW, we are fully committed to creating an inclusive environment where every individual is treated with respect and able to be their authentic self. We are proud to have our Divisional D&I Committee which are an employee led team working to drive our D&I agenda in close collaboration with our leadership team and ITW Employee Resource Groups (ERGs).

It takes all kinds to reach our Full Potential. Regardless of Gender, Race, Religion, Disability, Sexual Orientation, Age, or any other characteristic that you feel defines you as a person; you will be treated fairly, with respect and have all of the opportunities every other member of our organisation is afforded. What sometimes you view as ‘different’ we view as powerful.

Any complaint relating to someone being treated unfairly because of a characteristic they identify with will be managed with confidentiality. We will treat any such complaint with sensitivity and most importantly will ensure that any mistreatment is investigated, addressed and you as an individual are supported throughout the process.

If you believe that as an organisation we are missing something or that we have an obstruction which is stopping us getting to the truly inclusive culture we are committed to building, please reach out to a member of the HR team, your line manager or a member of the leadership team.

As a business, we make the commitment to continue to challenge, discuss and continue to educate ourselves on this journey to building truly diverse teams and an authentic inclusive culture.

At ITW we are diverse by nature and inclusive by choice.

Jon Hartman
Vice President and General Manager