

# Diversity, Equity & Inclusion

An equitable and inclusive workplace benefits everyone. At Grede, we are dedicated to nurturing an environment where every associate feels valued, respected, and supported. We believe that when everyone has an equal opportunity to thrive, our collective potential for creativity, innovation, and success is magnified.

To measure our DEI advancements, we joined hands with our leadership team, scrutinized workforce diversity metrics, benchmarked against industry peers, sought insights from external experts, and critically reviewed our policies. The insights gathered from this assessment led to the formulation of our DEI policy.

In 2023, Grede is taking a significant step forward by establishing a DEI task force. Comprising a diverse group of employees, this task force will be at the forefront of our change initiatives. They will craft a strategic DEI roadmap and roll out a program aimed at enhancing awareness, understanding, and skills related to DEI across the entire organization.



## Grede Diversity, Equity and Inclusion Policy Statement

At Grede, we are committed to promoting a workplace culture that is diverse, equitable, and inclusive. We value and respect differences and provide equal opportunities to all employees. We engage employees, encourage input, and prioritize ongoing education to foster belonging. We believe that promoting DEI is not only the right thing to do, but it also drives innovation and success.





# Diversity, Equity & Inclusion – Baseline Results

At Grede, we recognize that to truly become an inclusive organization, we must place a premium on transparency, accountability, and the diversity of our workforce. Our baseline data isn't just numbers—it's a crucial starting point that allows us to measure ourselves against industry leaders, both within our sector and beyond. This pivotal information will pave the way for our 2024 DEI Roadmap. This strategic plan will encompass defined targets and specific steps designed to infuse diversity, equity, and inclusion into every facet of our operations.

## DIVERSITY DEMOGRAPHICS

The demographic tables we've shared offer an in-depth look into our workforce composition, broken down by employee type, gender, race, and age.

While our individual contributor hourly labor force leans towards males—largely due to the inherent nature of foundry work—we are fully dedicated to improving gender balance throughout Grede. Our primary focus in this endeavor is on management and executive roles.

- Definitions**
- Individual Contributors defined as Hourly and Temporary labor
  - Leadership Management defined as Salaried, not including Executive Leadership group
  - Executive Leadership defined as Extended Grede ELT and General Managers

### Age Demographics – Dec 2022

Age Range	All Employees	Individual Contributors	Leadership Management	Executive Leadership
Under 30	400	358	42	0
30 - 50	1,208	1,001	192	15
Over 50	907	674	219	14

### Gender Demographics – Dec 2022

Age Range	All Employees	Individual Contributors	Leadership Management	Executive Leadership
Female	327	217	102	8
Male	2,188	1,816	351	21
Not Declared	0	0	0	0

### Diversity Demographics – Dec 2022

Race	All Employees	Individual Contributors	Leadership Management	Executive Leadership
American Indian or Alaska native	5	4	1	
Asian	15	10	5	
Black or African American	242	225	17	
Hispanic or Latin	259	240	18	1
Native Hawaiian or Other Pac. Islander	1	1		
White	1,569	1,175	366	28
Two or more Races	17	13	4	
Not Declared	407	365	42	



# Diversity, Equity & Inclusion – Key Components



At Grede, we believe that a diverse, equitable, and inclusive workplace is not only the right thing to do but also essential to our success as a company. We are committed to promoting a culture that values and respects differences, recognizing that diversity of thought and experience drives innovation and creativity.

We strive to create a workplace free from discrimination and harassment, where all employees are treated fairly and have equal opportunities to succeed. We invite all employees to join us in fostering a workplace culture that values and celebrates differences. In support of this vision, we commit to the following:

1. We will actively recruit and retain employees from diverse backgrounds, including underrepresented groups, and provide equal employment opportunities to all qualified individuals.
2. We will nurture an inclusive workplace culture that celebrates diversity and encourages all employees to bring their authentic selves to work.
3. We will offer ongoing training and education on DEI topics to all employees, including senior leadership, ensuring our policies and practices align with our DEI values.
4. We will hold ourselves accountable for progress towards our DEI goals by routinely measuring and reporting on our efforts, adapting as necessary for improvement.
5. We will engage with and support the communities in which we operate, forming partnerships with local organizations to further DEI initiatives.
6. We will maintain transparency in our DEI reporting and openly communicate our endeavors to stakeholders, including employees, customers, investors, and the broader community.

# Diversity, Equity & Inclusion – Roadmap

At Grede, we acknowledge that to achieve our goal of becoming an inclusive company, we must prioritize transparency, accountability, and workforce diversity. To fulfill our commitment to this, we have established a 2024 Roadmap designed to intentionally promote diversity, equity, and inclusivity throughout all facets of our business. The DEI committee has outlined six essential tasks slated for full execution by 2024.



GOALS	POLICY	DEVELOP	RECRUIT/RETAIN	CULTURE	MONITOR
Establish specific and measurable goals to ensure efforts are targeted and effective. Incorporate KPI targets into leadership annual goals.	Review HR policies and practices to ensure they are inclusive and equitable for all employees. Review all policies related to hiring, promotions, performance evaluations, and compensation.	Develop mandatory training for all employees, including unconscious bias training, inclusive leadership training, and diversity and inclusion awareness training.	Develop recruitment strategies to target diverse candidates. Post openings on job boards that cater to underrepresented groups and attend career fairs and events focused on diverse candidates.	Listen to and learn from diverse perspective to recognize more cultures. Conduct regular employee surveys to measure satisfaction and engagement.	Regularly monitor and measure progress, considering metrics such as employee retention rates, diversity of new hires, and employee satisfaction survey results. Publish the results to ensure transparency.



## Grede Leadership DEI Pledge

As members of the Leadership Team, we recognize our duty to nurture and enhance diversity, equity, and inclusion within our organization. We are steadfast in our commitment to fostering a welcoming and inclusive workplace where every employee feels valued and respected. Our pledge is to give precedence to diversity, equity, and inclusion initiatives, establish quantifiable goals, and take decisive steps to enact positive change.