

Fostering global diversity and inclusion

Diversity and inclusion (D&I) at Thermo Fisher is integral to our growth strategy and aligns with our 4i values of Integrity, Intensity, Innovation and Involvement. We recognize that by valuing and promoting a culture of diversity and inclusion, we enable our employees to contribute their unique perspectives and to fully leverage their individual talents.

Highlights of our progress since we started our D&I journey in 2012 include: partnering with external organizations that promote diversity, providing employees with D&I training, fostering inclusion through a global webinar series and creating employee resource groups (ERGs).



2 NEW ERGs LAUNCHED



NSHSS
The National Society of High School Scholars



The nonprofit Pacific Southwest Minority Supplier Development Council recognized Ed Weil, manager of the Life Sciences Solutions' supplier diversity program, as 2015 Corporate Advocate of the Year.

Education and awareness

We provide employees with foundational diversity and inclusion skills, and we support career development opportunities to enable the company to facilitate achievement of business goals. Training is available for employees at all levels within the organization.

13 GLOBAL WEBINARS SPONSORED BY THE OFFICE OF D&I

9,000+ EMPLOYEES TRAINED

EXECUTIVE WEBINAR SERIES

LAUNCHED TO CONNECT LEADERSHIP AND EMPLOYEES



From left to right: Karen Kirkwood, VP of Corporate Communications; Marc Casper, President and CEO; and Alan Nevel, VP of Diversity and Inclusion, speak to employees worldwide during the "Enhancing our culture to achieve our Vision" executive webinar.



Empowered employees champion change

ERGs are employee-led groups intended to positively impact the company's growth by providing a voice of diverse thinking. By forming strategic external partnerships, ERGs provide career development opportunities for employees, contribute to company recruiting efforts, and facilitate achievement of business goals.

Two new global ERGs launched in 2015 with powerful goals that support our overall objectives:

- Lesbian, Gay, Bisexual, Transgender and Allies (LGBTQA) ERG – Empower Thermo Fisher to serve as an example of best practices for creating an inclusive and affirming workplace where LGBT and non-LGBT employees feel empowered to be their whole and true selves at work.
- PossAbilities ERG – Promote awareness and understanding of employees with differing abilities and provide support for them, their families and the community.

6 ERGs

62 ERG CHAPTERS

7,500+
EMPLOYEES PARTICIPATING IN ERGs