



# Together We Advance ID&E

2021 Global Inclusion,  
Diversity, and Equity Report





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## About this Report

The data reflected in this report aligns to BD’s fiscal year 2021, which spans October 2020-September 2021 (referred to as “FY2021” throughout). In some instances, we refer to “2021,” which is inclusive of the calendar year as well as our FY2021 reporting. For more detail on our demographic data, refer to pages 101-105 of the [FY2020 Sustainability Report](#) or our [2020 Consolidated EEO-1 Report](#).

The following report details our ID&E accomplishments and priorities, particularly what we’re doing to accelerate our investments and make meaningful progress.

Published November 2021



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The data in the consolidated EEO-1 report is based on BD’s population in the U.S. in December 2020 and reflects BD’s U.S. workforce as of that time. The EEO-1 report requires that we categorize employees into ten broad EEO-1 Component 1 Data Collection Job Categories. These categories do not necessarily match the job levels in which BD organizes its workforce and evaluates its diversity and inclusion data. Thus, meaningful comparisons between EEO-1 Report data and other descriptions of BD’s diversity statistics and disclosures may not be possible.



Welcome

# Our Purpose

*Advancing the world of health™*

Our Purpose is a promise, it drives us because we know there's a patient at the end of everything we do. With more than a century of experience and our global reach, BD leads in patient and healthcare worker safety and the technologies that enable medical research and clinical laboratories.

Our commitment to the healthcare industry, our customers, and the communities we serve is deeply embedded in who we are as an organization. This report is no different. It summarizes our accomplishments over the past year and recognizes that our associates are an integral part of our success and fulfilling our Purpose — for all.



# A Message from Tom Polen, Chairman, Chief Executive Officer and President

We at BD are driven by our purpose: *advancing the world of health™*. This simple statement affirms our commitment to help everyone, everywhere pursue better health —and a better life. It's a bold ambition, and we continue to rise to this challenge through our leadership in how we address the health of our company, our planet, our communities and the people we serve. This is one of the reasons why we have been on a journey to build a more inclusive workplace where the members of our global team can be themselves, feel comfortable speaking up, grow and develop in their careers, and share their best and most innovative thinking. Because at BD, we know that when more people and perspectives have a seat at the table, we produce better, more innovative products and services for our customers.

## ID&E Accomplishments

Our efforts to date have earned us recognitions such as:

- Named a top company for diversity in the U.S. by DiversityInc for two consecutive years
- Honored by the Society of Women Engineers with the 2020 Mission Award in multiple categories
- 100% score for four years running on the Human Rights Campaign's Corporate Equality Index and named one of the best places to work for LGBT Equality
- 90% score for two consecutive years on DisabilityIN's Disability Equality Index and named as a best place to work for Disability Inclusion

While we are proud of these accomplishments, we know that this is just the beginning. We must seize today's moment — where increasing expectations from our associates, customers, shareholders, and the communities we serve create new opportunities for us to accelerate our work. Investors want measurable results. Communities want leadership. And, associates — our biggest ID&E champions at BD — are driving more accountability.

## ID&E and Cultural Transformation

Over the last several years, we have been undergoing a cultural transformation rooted in the BD WAY — the core values, behaviors and commitments that we hold ourselves to every day. Our ID&E commitments, particularly fostering belonging, are influencing how we work together, live our values, and hold one another accountable for quality and progress.

We have developed our Strong Teams operating model to empower teams to deliver upon our BD 2025 strategy. Strong Teams ensures collaboration, invites the contributions and perspectives of everyone on the team, and increases accountability. This is just one of the ways we encourage associates to contribute and speak up, empower everyone to do their very best work, and foster belonging.



**Thank you for joining us on this important journey to create a more inclusive BD and a healthier world.**

*Sincerely,*

A handwritten signature in black ink that reads "Tom Polen". The signature is written in a cursive, slightly stylized font.

**Tom Polen**

Chairman, Chief Executive Officer and President

# A Message from Nicole Thompson, Vice President Inclusion, Diversity, Equity & Engagement



**There is no better time to work in ID&E, and no better place than BD. As Tom said, we are well positioned to meet this moment and accelerate the work we've been doing.**

Four months into my role, I have had the incredible opportunity to meet with associates and leaders across BD. The commitment to ID&E is inspiring — particularly with leaders like Tom and the Executive Leadership Team (ExLT). Their passion invites all of us to join them in building an inclusive culture.

Across the company, we are stepping up. Whether that be our Associate Resource Groups (ARGs), Global Inclusion Council, ExLT, or champions at every level — associates are helping BD build an inclusive culture. They have helped us develop new processes and tools and enabled new governance structures that increase accountability. And, notably, they are setting the example and leading the way to show us what an inclusive culture looks like when associates are empowered to bring their authentic selves to work and feel they belong.

It's an honor to publish this first-ever Global Inclusion, Diversity and Equity report. While it is meant to highlight our accomplishments, it also importantly sets a new benchmark from which we will measure our future progress.

We are holding ourselves to new standards and seeking continuous improvement. Our focus today is just one step in this journey to inspire and engage others in our work. Each of us is accountable to make an impact, and we are responsible for helping each other ensure that BD offers opportunity for all.

As we move forward together on our journey, we will learn from each other, celebrate our growth, and build momentum for our work — for all.

*All the best,*

A handwritten signature in black ink that reads "Nicole Thompson". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

**Nicole Thompson**  
Vice President, HR – Inclusion, Diversity, Equity & Engagement

**“As we move forward together on our journey, we will learn from each other, celebrate our growth, and build momentum for our work — for all.”**

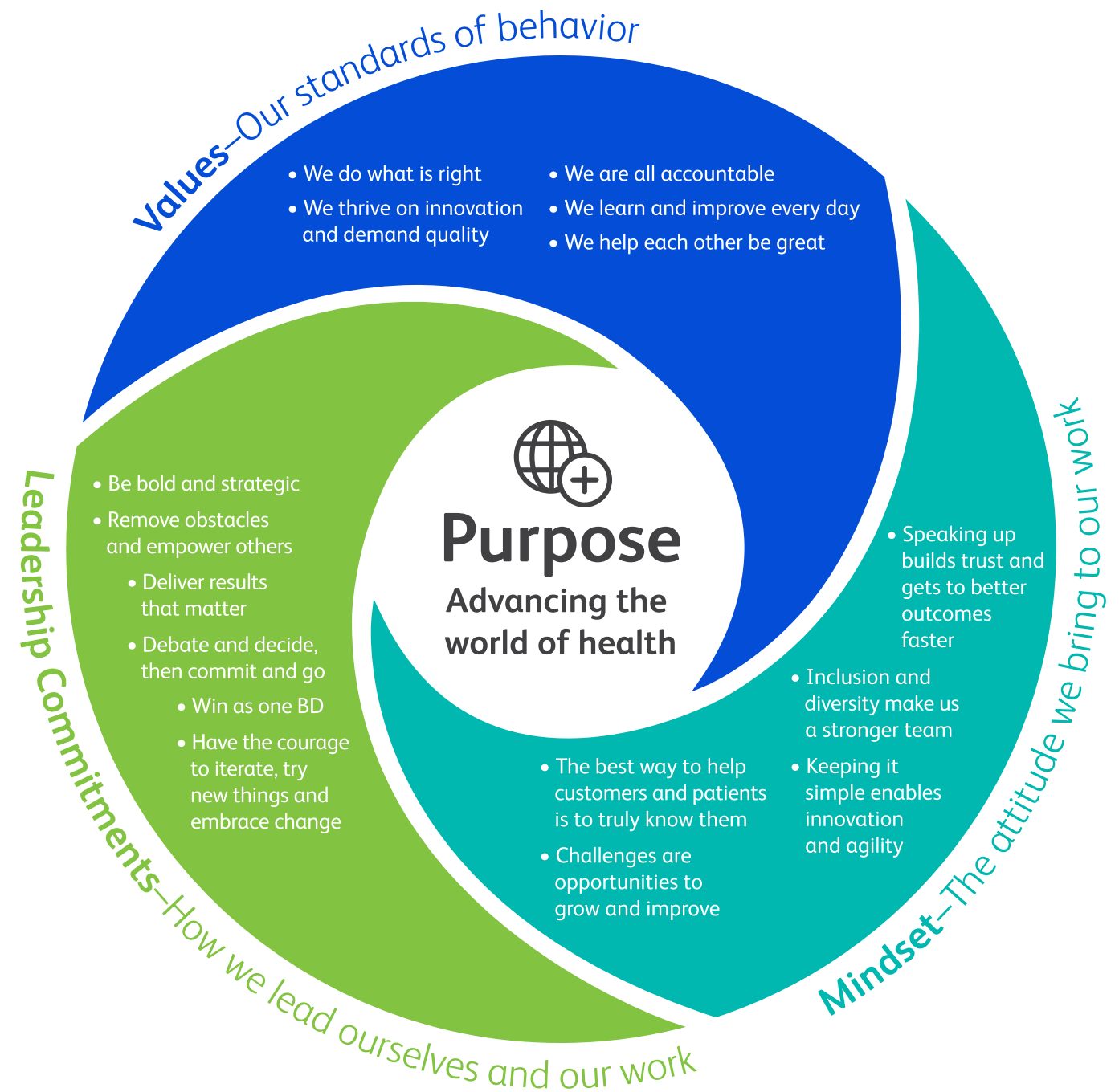


# Our Inclusion, Diversity, and Equity Foundation



# The BD WAY

We are a global medical technology company whose Purpose is *advancing the world of health*™. To fulfill our Purpose; Inclusion, Diversity, and Equity (ID&E) are prominent and lived pieces of our culture. We strive for our associates to have a deep sense of belonging and are committed to ensuring everyone has an equal opportunity to thrive and realize their potential. Individuality, unique ideas, and experiences are valued and fuel innovation for new technologies and better patient outcomes. We lead by example to drive meaningful, sustainable, and scalable change across the organization and around the world.



# Words Matter: Building a Common Language

To break down the barriers to ID&E and create opportunities for all, it is important that our leaders and associates have a shared understanding of how these topics are rooted in our culture. When we understand the intent and meaning behind the principles that enable our culture, it allows greater clarity to set goals, focus on solutions, and drive accountability.

## The BD WAY

Our cultural foundation. It represents who we are, what we stand for and why we exist, and reflects the behaviors we're all expected to demonstrate every day, no matter what we do or where we sit.

## Growth Mindset

Our belief that we are accountable for learning and growing every day. Our commitment to continuous improvement helps us to become the best version of ourselves.

## Servant Leadership

Our expectation that leaders are responsible for the growth and well-being of their teams. The servant leader is inclusive, shares power, and puts the needs of others first. They remove barriers and help people develop, perform, and thrive while meeting business objectives.

## Allyship

A commitment to advance the interests of a historically marginalized group of individuals through meaningful action.

## Equity

Fair treatment, access, opportunity, and advancement for all associates.

## Strong Teams

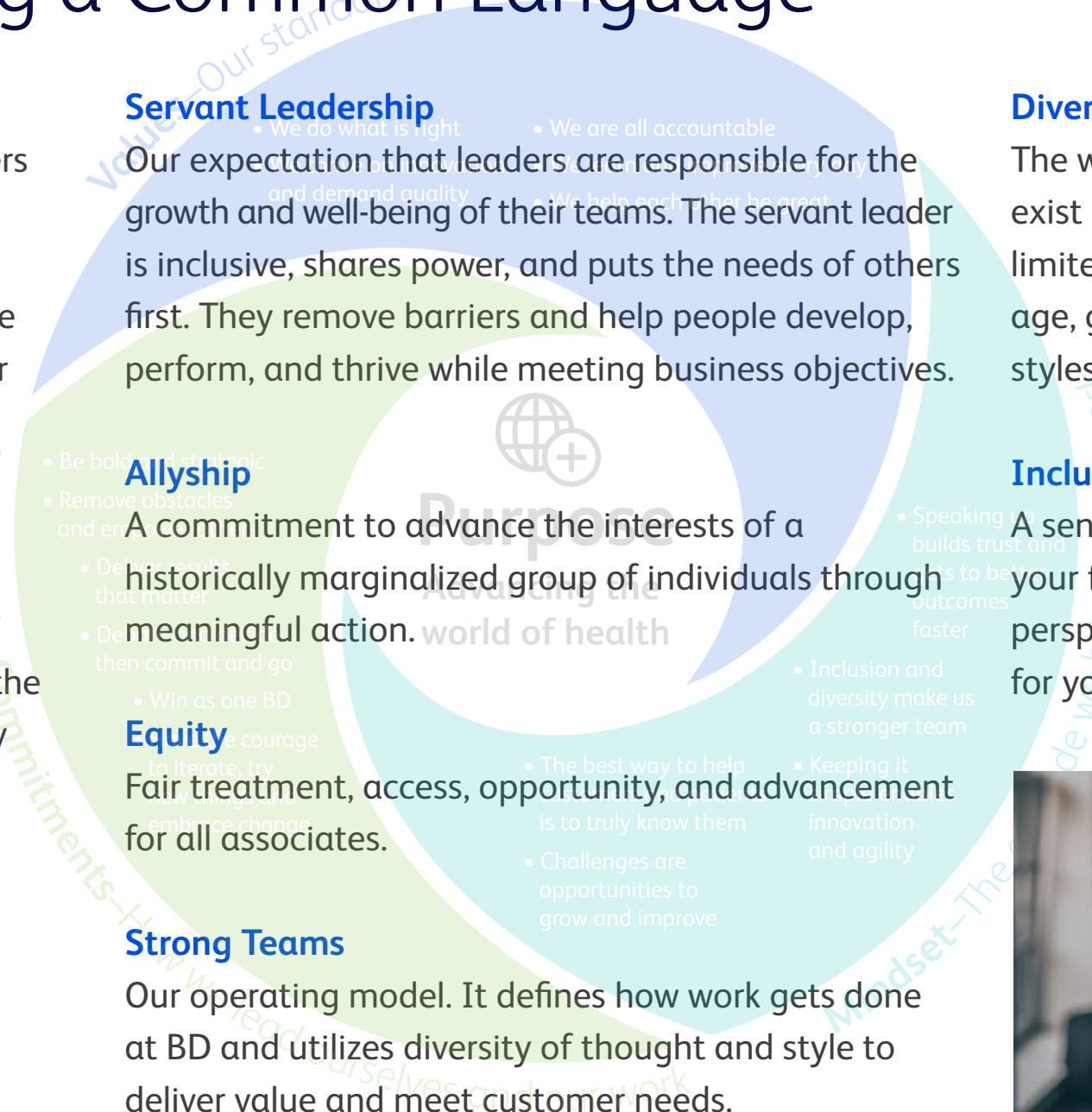
Our operating model. It defines how work gets done at BD and utilizes diversity of thought and style to deliver value and meet customer needs.

## Diversity

The wide range of visible and invisible differences that exist among our associates. These include but are not limited to values, beliefs, physical differences, ethnicity, age, gender, sexual orientation, experiences, thinking styles, and backgrounds.

## Inclusion & Belonging

A sense of feeling valued and being able to bring your full self to work, offer candid and unguarded perspectives, and find a welcoming and inviting place for your ideas.



# Walking Our Talk: Putting Our Words Into Action

Our ID&E Foundation is built on systems, processes, and tools that drive action and accountability.

These key enablers help us to drive outcomes.

## Global Inclusion Council

Senior leaders from each Business, Region & Central Team engage the ExLT in driving ID&E strategic imperatives that are locally relevant while also helping to shape strategy at the company level.

## Associate Resource Groups (ARGs)

Associate-led, company-supported, executive-sponsored groups that help drive ID&E outcomes and play a strategic role in the company, our communities, and in advancing our culture.

## Organizational Commitment

Our Purpose, fueled by the dedication of our Board of Directors, CEO, ExLT, and our associates.

## Governance

Processes, cadence, and forums used to drive leadership accountability and transparency at multiple levels in the organization.

## Inclusive and Equitable Talent Processes

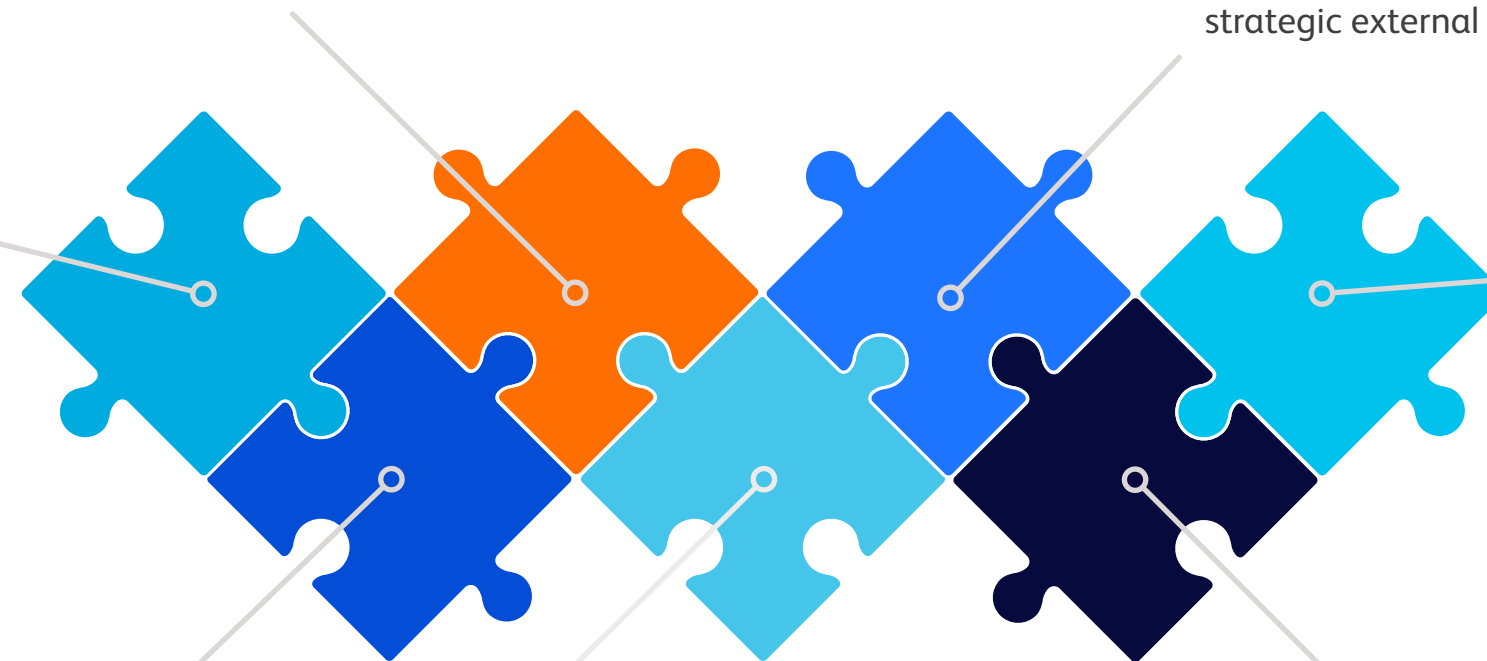
Progress removing bias in our talent processes through diverse hiring teams and diverse candidates' slates for all of our openings; building strategic external partnerships to develop diverse talent pipelines.

## Analytics & Insights

A review of key indicators and analysis of where we have opportunities to improve and should focus our efforts.

## Career Development

Best in class learning and development resources that inspire our associates to personify our culture and build leadership abilities to fulfill our Purpose.



# Holding Ourselves Accountable

## Measuring Our Progress

We use tools and processes to drive accountability and measure our progress toward achieving our ID&E goals.

### Equity Audits

We are committed to ensuring all associates are compensated fairly and equitably for their contributions to company performance, so we can achieve our Purpose: *advancing the world of health™*. We do this by conducting regular pay equity audits and by ensuring our pay practices are:

- Externally competitive and internally equitable
- Flexible, based on local practices & regulatory requirements
- Reflective of individual experience, skills, and contributions
- Differentiated based on relative performance, aligned to BD's business strategy

### Key Driver Goals

BD uses Key Driver Goals to measure the progression of key talent metrics tied to dimensions of diversity and representation. These goals are reviewed by members of the executive leadership team on a quarterly basis as a mechanism to create visibility, measure progress, and hold ourselves accountable.

### Voice of the Associate (VoA) Survey

How our associates feel about working at BD is one of our best ways to measure our success. We have been on a cultural journey over the last three years to remove barriers to unleash our associates' full potential. Of the questions asked in 2018 and 2021, 95% showed improvement in 2021.

While associates have told us that culture is one of the best aspects of working at BD, our survey results clarify an overarching theme: We must empower Strong Teams through agile decision-making and belonging. Our results validate the direction we set with our strategy and show a highly committed and engaged workforce, but we still have work to do.



A photograph of a woman with short, light-colored hair, smiling warmly. She is wearing a dark jacket and glasses. The background is a warehouse or industrial setting with shelves and equipment. The entire image is overlaid with a blue tint. The text "Our Associates Are Our Greatest Asset" is centered in white.

Our Associates Are Our Greatest Asset

# We Believe That Our Associates Are Our Greatest Asset

We are committed to ensuring that all associates have the opportunity to contribute and succeed no matter who they are or where they come from. Through our ARGs, Leadership Development Programs, Conscious Inclusion Training, board engagement, or investing in the communities that we live and work in, we strive to create opportunities for all that set a new standard for our industry. The Board of Directors' Compensation & Human Capital Committee has oversight for ID&E and the full Board participates in detailed discussion and analysis of ID&E annually.

We leverage everyone's diverse perspectives to fuel innovation and generate the best ideas possible. Our dynamic leadership in the MedTech industry makes lasting change in the lives of our customers and patients we serve.

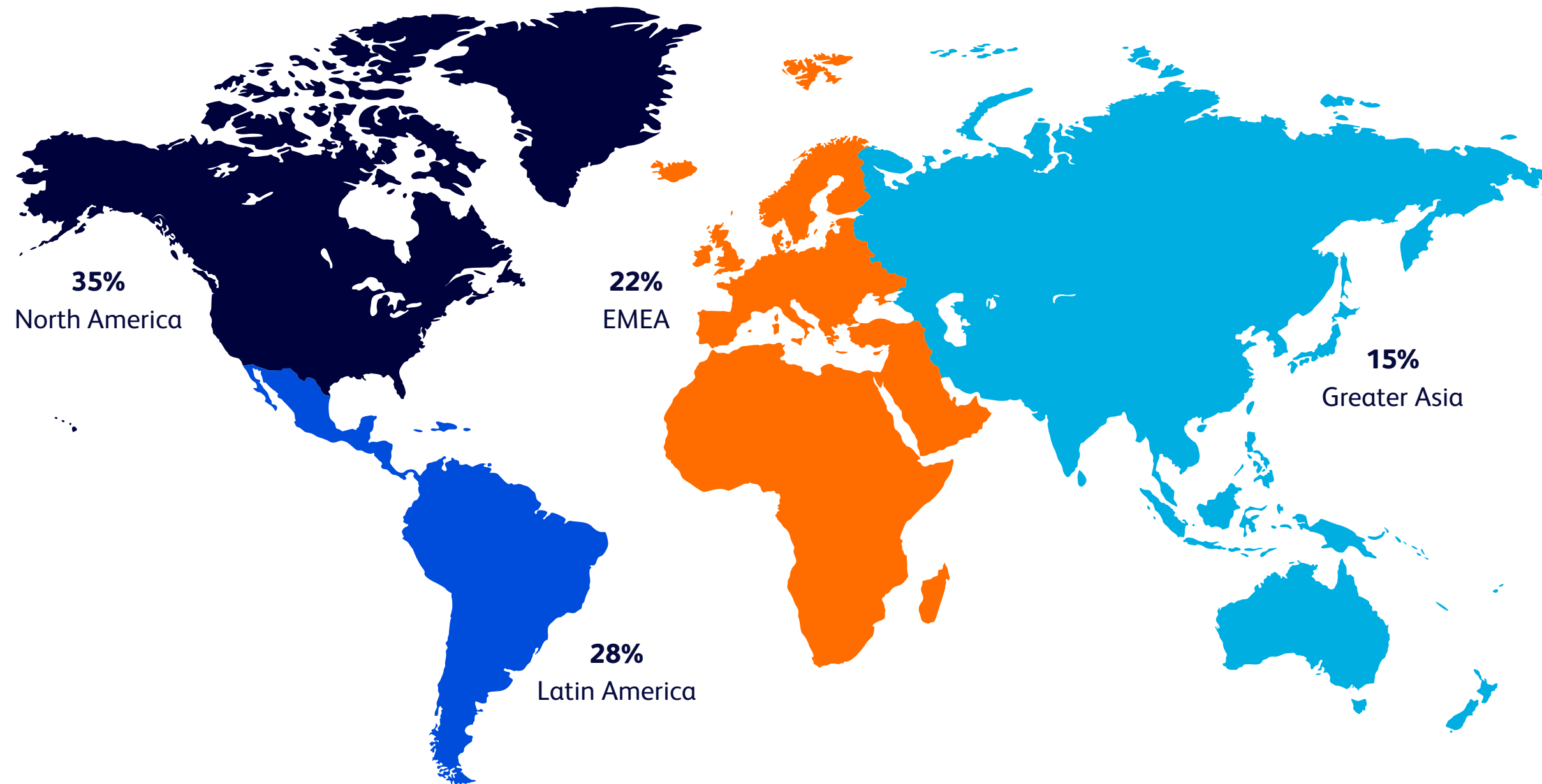


**“At BD, we leverage The BD Way and our Strong Teams operating model to foster a culture where diverse perspectives are welcome and valued. It is through Strong Teams and encouraging our associates to speak up that we are able to highlight the importance of inclusion — diverse, cross functional teams empowered to voice their point of view. BD is able to develop innovative solutions to solve complex challenges in the healthcare industry because we provide an environment where team members are encouraged to share their perspective, are included in key decisions, and are empowered to contribute their best work.”**

— Betty Larson, EVP and Chief Human Resources Officer

# Our Global Footprint

BD's workforce consists of 70,000+ associates in 62 countries across the world, organized into four regions

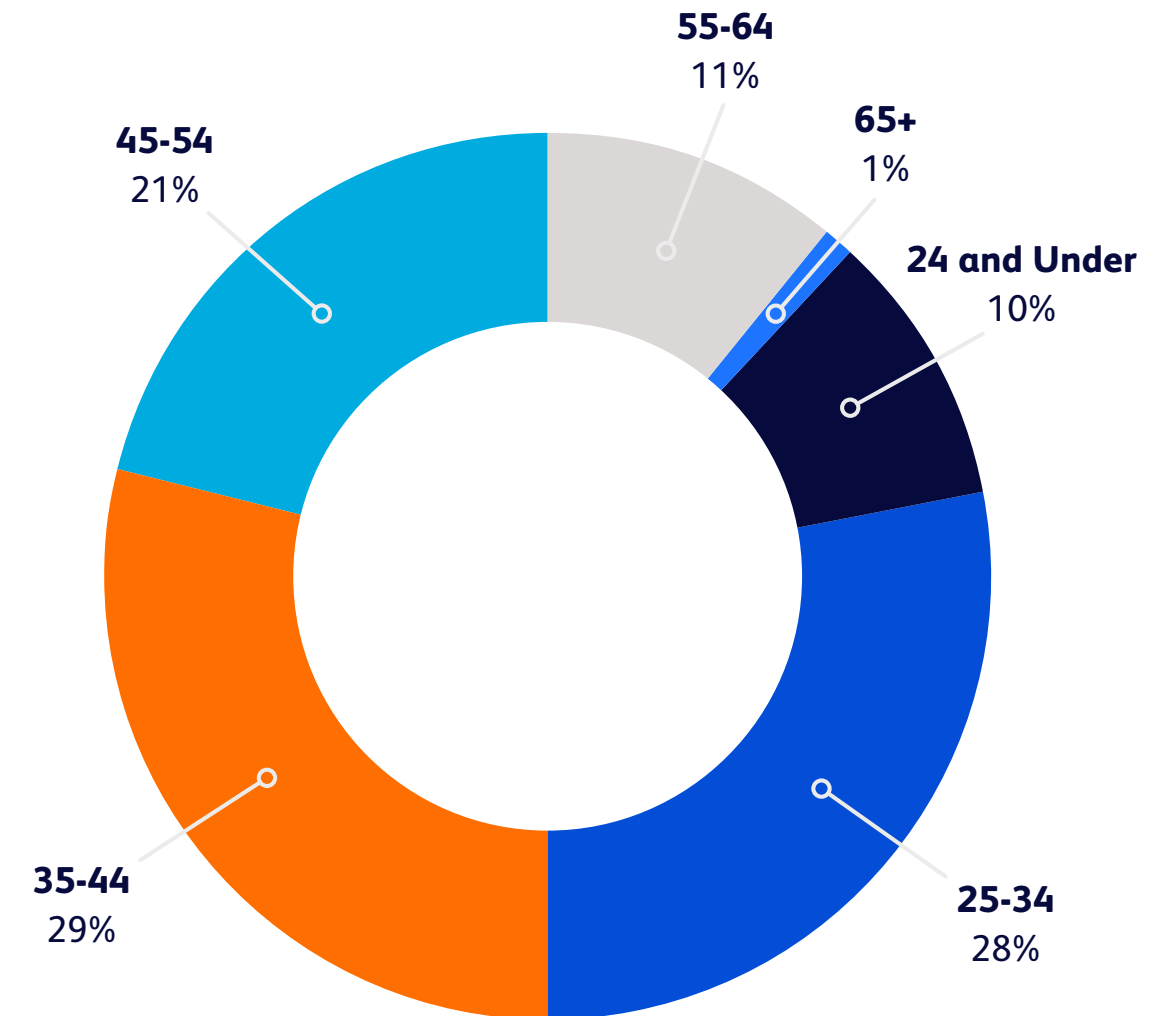


# Our Workforce

Having representation of different dimensions of diversity globally is important to BD. We value our associates having diverse perspectives; it is what fuels the innovation needed to solve complex healthcare challenges and fulfill our Purpose. We are proud of the improvement we have seen over recent years in our overall diversity representation. We continue to see positive momentum in recruiting, hiring and promoting diverse talent.

Our goal is to increase diverse representation at each level of our company by 1% year over year.

**FY 2021 Associates by Age (Worldwide)**





# Our Workforce

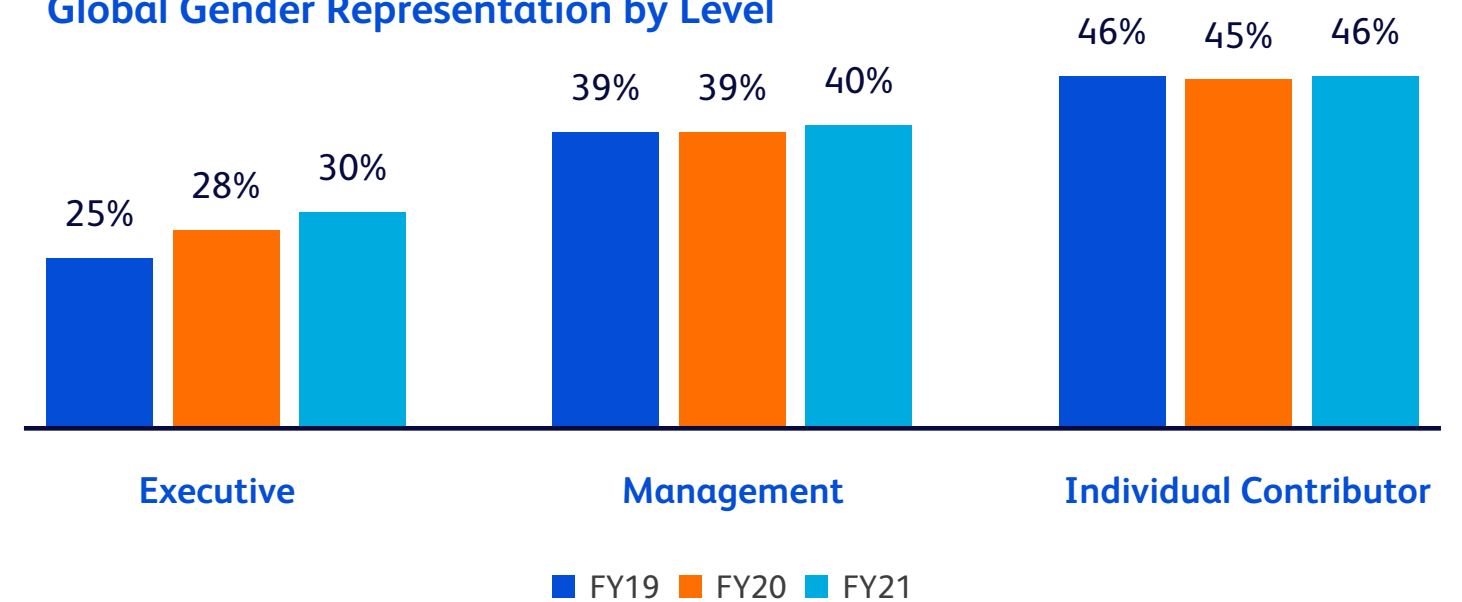
## Gender Representation

Over FY2021, BD's gender representation improved at management and executive levels of the organization. We continue to be above industry benchmarks in gender representation in our executive and management ranks.

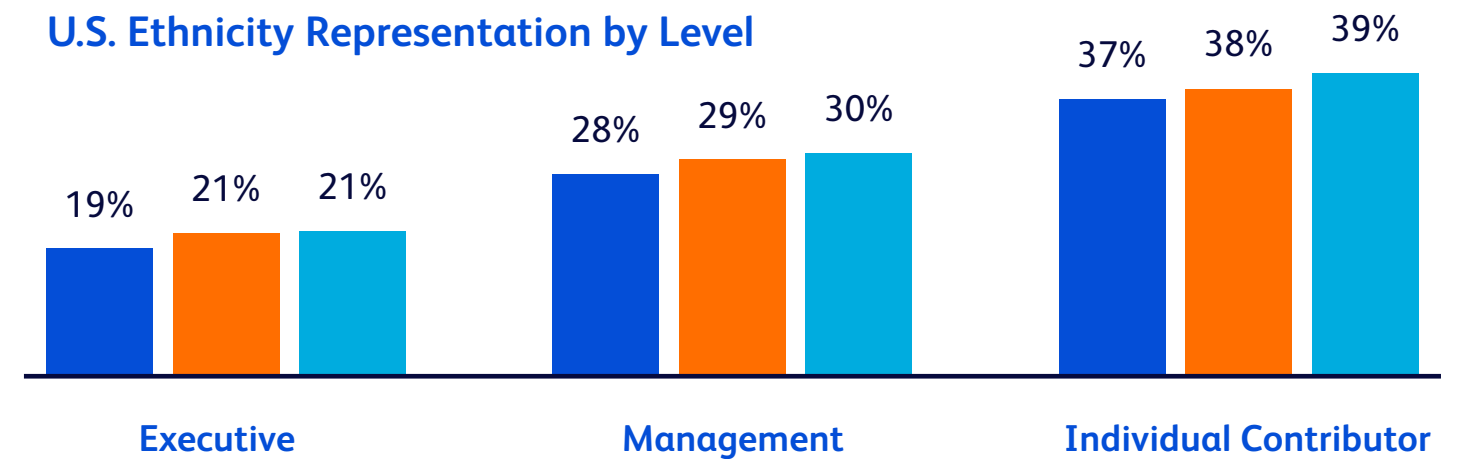
## U.S. Ethnicity Representation

Over FY2021 we increased diversity at the management and individual contributor level and are on par with industry benchmarks at the executive level. We have exceeded industry benchmarks in our management ranks.

Global Gender Representation by Level



U.S. Ethnicity Representation by Level



For the tables above, we define “executives” as associates in positions of vice president and above. “Management” positions are defined as those in manager, director or equivalent roles. “Individual Contributors are defined as exempt associates that are not in executive or management positions.” Information regarding race and gender is based on information provided by associates.

# Associate Resource Groups

9 ARGs across 35 countries with 4,707 members

Our ARGs contribute to our strategic imperatives by driving a deep sense of community and belonging. They charter and celebrate the differences that make us unique, delivering results not only for BD’s culture and associates but also in the role they play in our company and the community. Each ARG is sponsored by a member of our ExLT including our CEO.



**AABD**  
African Americans  
at BD

**LIMITLESS**  
Bridging Disabilities  
at BD

**PACT**  
Parents and  
Caregivers Together

**AARG**  
Asian ARG

**NEXT**  
Network for Employee-  
led Cross-Company  
Transformation

**VETS**  
Veteran Employees  
and Troop Support

**HOLA**  
Hispanic Organization  
for Leadership and  
Advancement

**OPEN**  
Out and Proud  
Employee Network

**WIN**  
Women’s Initiative  
Network & WIN STEM –  
Women in STEM

# 21-Day Challenge

## Making a Collective Commitment

This challenge was inspired by the belief that it takes 21 days to make a fundamental change in habits; this was an opportunity for associates to begin their journey of learning and discovery.

The challenge began on January 18, in celebration of Dr. Martin Luther King Jr's birthday, and ran until February 15 in conjunction with Black History Month. To participate, associates opted into this 21-day Racial Equity and Social Justice Challenge. Each day, participants received an email with articles, videos, and interactive content about racial inequities in areas including criminal justice reform, education, healthcare, and civic engagement.

An online exchange featured videos and posts of associates as they participated in the challenge and captured some of the pivotal moments of awareness building. The resulting conversations across BD helped to increase our collective understanding of the challenges and barriers faced by our colleagues and how we all must work together in hopes of eliminating them.



In 2021, our African Americans at BD (AABD) and Social Investing team partnered with the YWCA of Northern New Jersey to create an innovative and educational way to **raise awareness and understanding of social and racial equity issues to continue advancing our culture of inclusion.**

# 21-Day Challenge

## Monica's Story



“My father was one of the first African-American police officers in the city of Paterson, New Jersey. He also served on Dr. Martin Luther King’s security detail when he visited our community church in Paterson. My father instilled in me and my brother the values around community involvement, education and equality. As a member of the Social Investing team, a member of AABD, and BD Associate, I am very passionate about living and honoring the legacy of both my dad and Dr. King.”

— Monica Council-Miles, Manager – Social Investing

# PRIDE Month & National Coming Out Day: The Importance of Intersectionality

To celebrate PRIDE Month, BD associates delved into the topic of intersectionality and why this is important in the workplace.

Identity is complex and multi-faceted. There are many aspects which make up our social and political identity. This could include how you identify in your gender, your sexuality or religious beliefs to name but a few. Because identity is so complex, we cannot simply put somebody into one box. Aspects of our identity overlap and compound which affects us all in our day to day lives.



**“We must understand and address all potential barriers to individual’s and groups’ well being and equality. Discrimination can exist individually, and when combined, can transform a person’s experience.”**

— Siân Loosemore, Junior Creative Designer, Marketing Communication & Digital Marketing



As PRIDE month drew to a close, UK and Ireland (UK&I) associates showed their support for the community by reimagining LGBTQ+ pride flag full of UK&I associates. Visibility is powerful and to have a visual representation of associates who are willing to listen, support and empower LGBTQ+ associates at BD is special and important.

# Putting Our Processes Into Practice

## Building Our Pipeline of Diverse Talent

Our Early Career Talent Programs offer immersive experiences to support, cultivate, identify, and develop talent for BD. We seek out diversity because it drives innovation and is core to our purpose and strategy. Our Early Career Talent programs enable us to be future ready through the identification and development of diverse early talent while fostering a rewarding career using our associates’ gifts to fulfill our Purpose.

Each summer, BD brings in a group of bright, talented early career individuals as a part of our internship program. Many of these individuals return to BD after graduation, bringing their innovative ideas and valuable skillsets to our development programs and direct hire roles.

Intern Diversity	FY19	FY20	FY21
Diverse (Female and/or POC)	60%	63%	75%
Female	47%	43%	48%
Ethnically Diverse	36%	34%	42%

**BD is proud to be recognized by WayUp for having a Top 100 Internship Program in 2021**



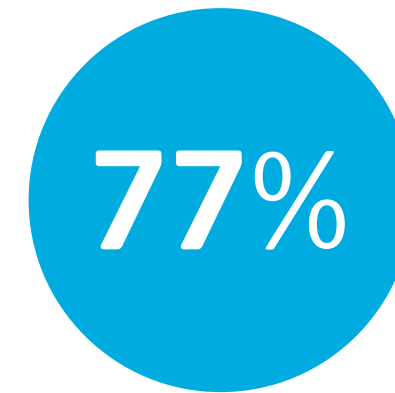
**“BD Interns visit manufacturing plants where life-saving items are created. Interns also get to visit the R&D laboratories, meet with leadership in marketing, quality, and medical segments, and share their innovative ideas with the CEO.” — WayUp**

# Embedding Best Practices Into Our Recruitment Processes

**BD uses inclusive talent engagement and recruiting processes to drive diverse talent outcomes**

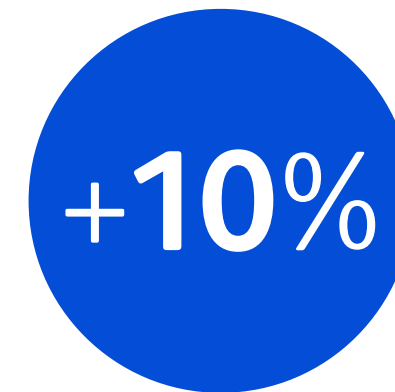
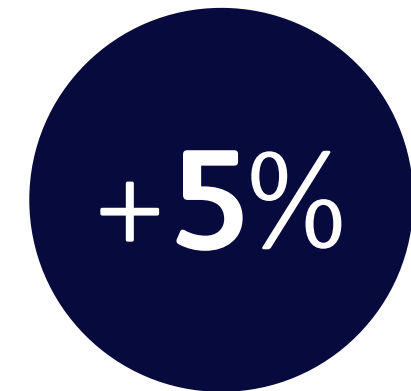
- Strategic partnerships with universities and not-for-profit organizations that support the professional and development needs of diverse talent
- Diverse hiring panels to mitigate hiring for conformity and likeability while also looking for aspects of diversity that positively contribute to the organization
- Diverse candidate slates for every open position
- Market data to draw competitive insights and understand the demographics of the workforce and compare it to our incumbency, enabling targeted strategies for diversity recruitment
- Job descriptions are reviewed for language choice and structure to drive inclusivity
- Best-in-class learning and development resources to help associates and leaders disrupt bias by fighting micro battles

In FY2021



77% of our interview slates were diverse

BD hired women at a 5% higher rate than in FY20



We hired ethnic diverse candidates in the U.S. at a 10% higher rate than in FY20

Rate calculation: FY21 new hire distribution vs. FY20 new hire distribution



**Jessica Hoye**  
R&D Program Manager



**Janice Pak**  
Staff Mechanical  
Engineer



# Society of Women Engineers (SWE)

BD engineers are at the forefront of our efforts toward *Advancing the World of Health™* by improving discovery, diagnostics, and the delivery of care. Our WIN and Women in STEM ARGs are helping to drive our ID&E efforts by partnering with SWE to develop innovators in MedTech.

Since 2015, BD has been a part of SWE’s Corporate Partnership Council, with active involvement in both the national and regional conferences and career fairs each year. More notably, for the past two years BD has been awarded the Silver Professional SWE Mission Award recognizing our shared values in professional excellence, globalization, advocacy, and diversity & inclusion. Additionally, we have been given the Best Practice Award for our Leadership Development & Mentoring programs.

**Congratulations to our innovative BD engineers who were awarded the SWE Patent Award!**



**Alyssa Shedlosky**  
Senior Manager of  
R&D Engineering



**Aishwarya Vaidyanathan**  
Senior Engineer



**Honghua Zhang**  
Ph.D., Senior Manager  
of R&D



We partner with organizations that focus on making the future of healthcare more inclusive and diverse



# Learning is for Everyone

We value diversity of thought in solving challenges and driving innovation. Learning is how we transform ourselves and the organization, by connecting to our culture and building strategic capabilities. At BD we believe everyone is a leader, and our culture of learning encourages and empowers all Associates to reach their full potential.



In 2021, our Board of Directors participated in Conscious Inclusion Training. Their input, feedback, and participation are lived pieces of our commitment to ensuring our associates can reach their full potential.

## Conscious Inclusion Training

Whether we realize it or not, we all hold beliefs or social stereotypes about groups of people outside our own cognizant awareness. These biases stem from our tendency to organize social circles by labelling groups of people.

This year, we also provided supplemental micro-learnings that continue to upskill our associates on topics such as active listening, being color brave instead of color blind, inclusion through storytelling, and working together when you have differences.

## Growth Mindset Training

One of the keys to transforming BD is to transform our mindset, and we believe that with a growth mindset, there's no limit to what we can achieve together. In FY21, we started a journey to embed Growth Mindset into our organization through a significant investment in a growth mindset curriculum. To date, we have trained close to 3,000 leaders, from senior executives cascading through to our senior managers. In FY22, we will continue the cascade through BD University to reach all leaders in the organization.

# Leadership Development

Our leadership development curriculum builds leadership capability in two ways. Our BD University curriculum offers resources to help all leaders excel in their current level and prepare for the next while our targeted programs focus on creating a pipeline of high performers and a wider pool of leaders ready to lead at higher levels. Our curriculum helps leaders understand how challenges are learning opportunities, experimentation is how we improve, and our interactions with one another are opportunities to grow.

## BD University

**“BDU is one of the most amazing programs offered by BD and becoming a BDU leader teacher was a big milestone for me. As the Latin America Quality leader, I get to meet people from other countries, cultures, and areas. I’ve had so many opportunities to learn how I can add more value to the work that we deliver in Quality.” — Patricia Vilaca, Quality Director for Latin America**



## LEAP Programs (Leadership Excellence Acceleration Program)

The BD LEAP programs are designed to accelerate development of critical capabilities needed for Director, VP and GM leadership roles. These programs provide participants with opportunities to hear from BD leaders on what success looks like at these levels as well as provide opportunities to practice new leadership behaviors in a safe space. They allow participants to gain new capabilities as well as greater self-awareness and insight into their continued development needs to reach that next stage of leadership.



## HALI and HAL-C (Higher Ambition Leadership Institute and Higher Ambition Leadership certificate)

We offer two programs through partnership with The Center for Higher Ambition Leadership (CHL), which is a not-for-profit community of leaders committed to building high-performing organizations that deliver superior economic and social value. In the HALI and HAL-C programs leaders come together to learn from each other and accelerate their Higher Ambition leadership journeys.

A woman with blonde hair tied back is sitting at a desk, smiling as she works on a laptop. The room is dimly lit with a warm, orange glow. A small potted plant is on the desk next to the laptop. The text "Community and Industry Impact" is overlaid in white on the image.

# Community and Industry Impact



Our Purpose drives our company to be prepared for what's next in health and guides our approach to responsibly engage in environmental, social, and governance (ESG) issues.

Recently, BD announced a new strategy to advance ESG initiatives as well as published a suite of goals for 2030 and beyond that focus on enhancing stewardship of the company, the planet, community, and human health. This strategy, called *Together We Advance*, serves as a framework through which our company addresses the most relevant ESG issues for itself and its stakeholders.

At BD, we are dedicated to giving back in supportive, impactful, and innovative ways to make a difference within our market, industry, and the global communities in which we live and work.

# Together We Advance

At BD, we're **Advancing the World of Health.**

This purpose drives our business as well as the way we approach environmental, social and governance (ESG) priorities — which are interconnected and interdependent.

Through our ESG strategy, **Together We Advance**, we embrace the connectivity

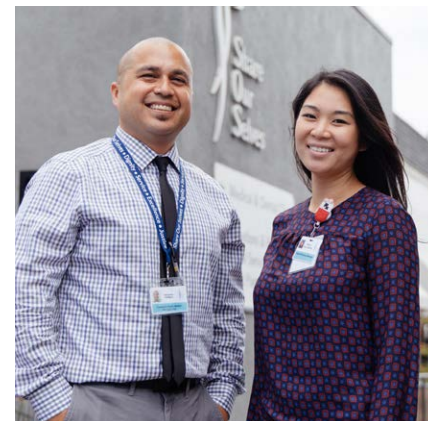
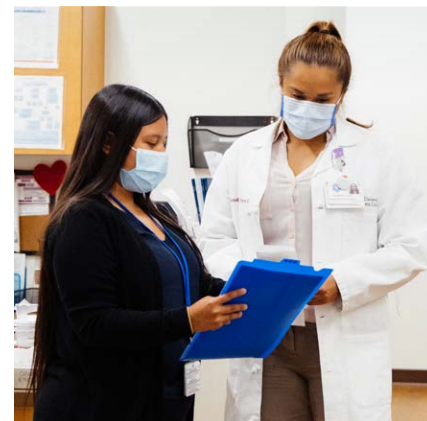
between the health of our company, the planet, our communities and the people we serve to realize a healthy, resilient world for all.



# Health Equity

## BD Helping Build Healthy Communities™ Initiative

Implemented in partnership with Direct Relief and the National Association of Community™ Health Centers, the BD Helping Build Healthy Communities™ initiative awards grants to community health centers to support implementing innovative approaches to meeting the unique healthcare needs of local, underserved, and vulnerable populations. Since this program's inception in 2013, and through 2022, BD and the BD Foundation have together committed to invest \$22.6 million in this initiative, which clinical data predicts will have a meaningful impact on grant winners' ability to expand access to quality patient care, particularly among patients with diabetes, hypertension, depression, and difficulty with medication compliance.



### Impact by the Numbers

Grants issued to community health centers

**\$6.7M** 48 Grants  
**TOTAL** 20 States

Improved health outcomes

**66,000**  
**PATIENTS**

BD investment 2013-2022

**\$22.6M**  
**TOTAL**

Product donations reach

**460,000**  
**PATIENTS**

Direct Relief distributed BD product

**\$12.7M**  
**TOTAL**

**761,000**  
 Pen  
 Needles

**38.8M**  
 Insulin  
 Syringes

**50**  
 States, D.C. +  
 Puerto Rico

**1,500**

Community health centers,  
 free clinics, and community clinic

# Volunteer Service Trip Program

All BD associates are invited to apply to participate in the life-changing experience of BD Volunteer Service Trips (VSTs). This transformative program allows BD associates to take several weeks away from work to participate in BD-sponsored service trips that seek to strengthen health systems in vulnerable communities and emerging countries. BD strategically partners with non-profit organizations and NGOs, empowering associates to share their expertise and passions to help improve the overall quality of life for vulnerable populations.

- In July 2021, we celebrated one year of having pivoted our in-person Volunteer Service Trip program to a virtual platform
- We have sponsored 7 skills-based virtual volunteer opportunities, which have included nearly 100 BD associates from 24 BD sites in 14 countries.
- This year's virtual VSTs included a focus on nurse training in eSwatini, Africa, disaster preparedness training for community health centers in Puerto Rico, and assistance to help build capacity through the National Association of Free and Charitable Clinics and their members located throughout the U.S.



**“I love being able to give back and help people. Thank you BD for giving us the opportunity to continuously make a difference and help communities around the world!”**

— Pauline Noir, New York, New York, USA



# Supplier Diversity

Having a successful supplier diversity program not only supports sustainable procurement efforts but is also integral in how we drive to support the economic empowerment of underutilized and underserved communities — getting to the heart of what it means to *advance the world of health™*. We understand that improving our world starts first with improving the world of others.

We remain committed to increasing the positive economic impact we effect through developing and maintaining a diverse supply chain with inclusive procurement strategies and practices.



**DiversityPlus**  
MAGAZINE



BD's **Jessica Gemell**, Manager – Supplier Diversity, has been selected by DiversityPlus Magazine as one of the 2021 Top 15 Women in Power Impacting Diversity in recognition of her efforts to drive measurable results in the Supplier Diversity, Equity & Inclusion space. As supplier diversity program lead at BD, Jessica develops and implements strategies to ensure our supply base aligns with the diverse customers, communities, and patients we serve, as well as the diverse markets we seek.



Our Path Forward: Our Progress is an Ongoing Pursuit

In order to fulfill our Purpose of *advancing the world of health*™ — for all, we are accountable to one another in working together to set goals, measure our progress, and continually raise the bar to build towards the future. As we look towards the future we are committed to:

- 1 Being unwavering in our demonstration of The BD WAY everyday — thinking boldly and investing in the diverse talent needed to fulfill our Purpose, speaking up to get to better outcomes, and learning and improving every day.
- 2 Acting as servant leaders — listening to learn and support each other, building acceptance, and developing our associates so they may thrive.
- 3 Using inclusion to work together as a team to innovate by welcoming differing views, generating new ideas, and giving feedback.
- 4 Role modeling inclusive behaviors and processes that enable all associates to overcome the barriers that can inhibit fair treatment, access, opportunity, and advancement.

These purposeful actions will further our journey to foster a more inclusive environment for our associates and provide better products and services for our customers.

For more information on BD's Environment, Social, and Governance efforts, including inclusion, diversity, and equity, we invite you to read our [2020 Sustainability Report](#) which you can find [here](#). BD associates can find additional resources on our [Maxwell page](#).



# Award Recognition

BD is honored to be acknowledged for our efforts to foster inclusion and diversity. We see these achievements as opportunities to celebrate what's working, learn from others in our industry, and support one another along this journey. Recognition of our progress reminds us of the importance of these efforts and inspires us to make continued progress.



## Human Rights Campaign

4 consecutive years earning 100% on the Human Rights Campaign Foundation Corporate Equality Index. Named Best Places to Work for LGBTQ equality.



## DiversityInc

2 consecutive years on the Top 50 Companies for Diversity – Noteworthy Companies List



## Society of Women Engineers

2021 Silver Professional SWE Mission Award



## WayUP

BD recognized for having a Top 100 Internship program in 2021.



## Disability IN

2 consecutive years earning 90% on the Disability Equality Index. Named Best Places to Work for Disability Inclusion.



## Bloomberg Equality Index

Bloomberg named BD to its 2021 Gender-Equality Index (GEI) for the second year in a row, recognizing our commitment to supporting gender equality through policy development, representation, and transparency.



## Healthcare Businesswomen's Association (HBA)

BD's WIN ARG employee-led mentoring program earns international recognition by HBA's ACE Award (Advancement. Commitment. Engagement)



BD