

# Diversity & Inclusion



At ADT Commercial, we do business in a world that is rapidly evolving. We also provide solutions that serve a diverse population of customers with unique needs and challenges. Understanding differences and cultivating an inclusive culture is essential to drive innovation and foster an environment where our teams can do their best work and meet the aspirations of our customers.



## Our D&I strategy focuses on three areas where we can have the most impact:



### Workforce

Develop a diverse workforce where team members can grow and thrive



### Workplace

Create an inclusive workplace where team members can do their best work with a sense of belonging



### Marketplace

Cultivate relationships with diverse communities and organizations in the marketplace

# Diversity & Inclusion Foundation

ADT Commercial is founded on four Guiding Principles that guide the way we conduct our business every day. Diversity and inclusion is at the heart of these Guiding Principles, allowing us to transform our organization and lead the industry through better serving our customers' needs.

## Customers

### ARE OUR TRUE NORTH

We are continuously working towards a diverse workforce that better reflects our diverse customers and the communities we serve. This allows us to meet our customers where they are in order to better fulfill their needs.

## Our People

### ARE THE DIFFERENCE

Diversity allows us to expand our talent pool, increasing our overall experience and varied expertise as a company. Inclusion allows us to create a culture of engagement and open participation where all viewpoints are valued. Together, we are focused on creating a company that people aspire to join, are excited to work for, and where they can actively build their careers and tenure.

### DIVERSITY & INCLUSION

## One Ideal

### PARTNER

A diverse workforce has been proven to foster collaboration between individuals with wide-ranging perspectives, backgrounds, and work and life experiences to foster creativity, better our decision-making, drive success and enable transformation. This philosophy helps us to serve our customers more completely and to the highest standard.

## Dedicated

### TO COMMERCIAL

Our ability to appeal to, attract and retain more diverse talent will help us to grow, compete and evolve—ultimately increasing our profitability, market share and resonance with our customer base.

# Diversity & Inclusion Programs

## Workforce: Culture of mentorship

ADT Commercial promotes a culture of mentorship as a way of life in the organization, and provides a platform that increases under-represented groups in hiring and promotion.

### American Corporate Partners

ADT Commercial partners with American Corporate Partners (ACP), a national, non-profit organization dedicated to helping military Veterans transition to civilian life through mentorship programs. Currently 50 volunteer mentors support 50 veterans in the ACP Mentorship Program.

### Diversity Mentorship Academy

The ADT Commercial Diversity Mentorship Academy is a six-month program that matches diverse employees (mentees) seeking professional and personal development guidance through a volunteer network of established leaders (mentors).

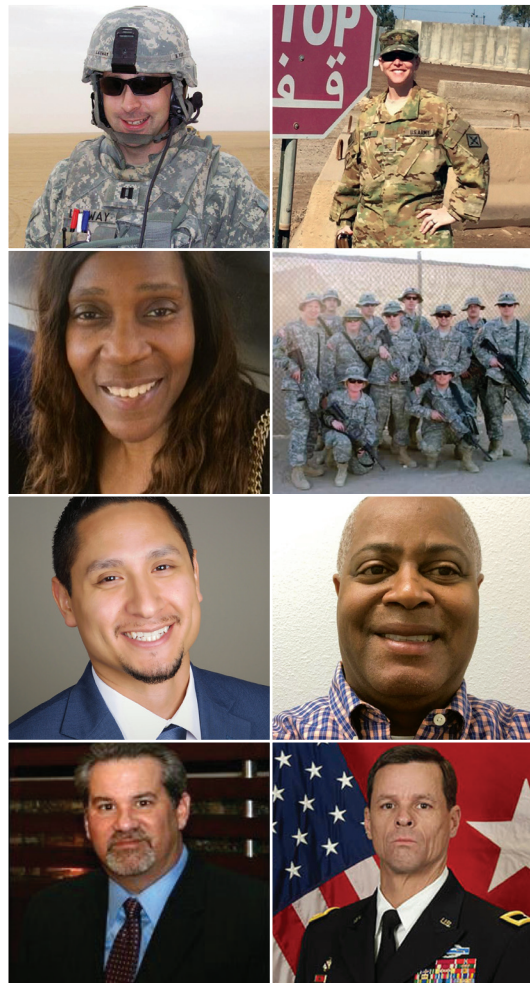
Each class includes a cohort of 30 mentees and a wide array of mentors from different disciplines, career experiences and perspectives across ADT Commercial, from the top-down. Expected outcomes for mentors include gaining experience in leadership development and satisfaction of sharing career experiences relevant for mentees' professional growth. Expected outcomes for mentees include moving out of their comfort zones, being willing to try new things, gaining critical career experiences through best practice and expanding their professional networks.

### General Manager Development Program

ADT Commercial invests in and develops high-potential employees to be future leaders through a 12-month program that includes hands-on training, mentorship, and career development with internal executives and executive consultants.

### McKinsey Leadership Academy

Nominated Black team members/leaders in two-capability programs with McKinsey Leadership Academy to equip Black leaders with the capabilities, mindset, behaviors, and network needed to achieve their professional aspirations.



## Workplace: Driving inclusion with Business Employee Resource Groups

Business Employee Resource Groups (BERGs) are groups of employees who actively contribute to the mission of making diversity and inclusion an important part of the workplace. Created to provide an inclusive network for learning and the open exchange of ideas, BERGs can help us all better appreciate the strengths, aptitudes, and abilities our people bring from different backgrounds and life experiences.



**Mental Wellness:** Provide education and programming to destigmatize mental health and learn to better take care of our mental and emotional health.



**Black BERG:** Create opportunities for new and existing Black team members to build relationships across ADT that help them to grow and thrive.



**Women:** Ignite ways to partner with each other to unleash our full power and potential and increase greater representation for women at all levels of ADT.



**LGBTQ+:** Build a supportive, appreciative, understanding and inclusive environment at ADT for lesbian, gay, bisexual, transgender, queer, questioning and asexual (LGBTQ+) employees. Promote greater understanding about workplace and social issues that affect LGBTQ+ employees at ADT and the customers we serve.



**Asian:** Celebrate Asian culture and support Asian advancement in the workplace.



**Veterans:** Embrace our proud community of those currently serving in the military, veterans of all branches, and supporters, to action a culture of comradery, development, veteran recruitment, and retention.



**Hispanic:** Develop a center of excellence for Hispanic ADT employees and their allies to develop professionally, network and apply their skills to improve the way our services help protect and connect Hispanic communities.



**Disabilities:** Create a safe and empathetic space where people with disabilities and their allies can openly discuss and raise awareness of workplace issues facing them and promote a positive environment for people with disabilities.



**Young Professionals:** Establish a network for young professionals that help them live their values with the goal of fostering ADT's growth and success through community involvement, personal empowerment, and professional development.

## Marketplace: Making a difference in the communities we serve

### Supplier diversity

Procure from diverse, minority-owned companies (Black, Hispanic, disabled, veteran, women) for ADT Commercial project work.

### Outreach

ADT Commercial focuses on under-represented groups in philanthropic activities. A few recent examples:

- ADT Always Cares donated \$250,000 to the United Negro College Fund, the nation's largest minority education organization.
- ADT partnered with UNCF to award five students with a four-year scholarship and internship program which will include 1:1 mentorship from five ADT leaders to develop underserved youth.

### Ethical AI technology

ADT Commercial is leading the market in the development of an ethical AI solution through the acquisition of Percepta AI, an early-stage startup. Percepta was founded in response to emerging privacy and bias concerns surrounding the use of facial recognition technologies. It is designed to anonymize individuals' demographic features—including race, gender and age—with an aim to ultimately remove them from the decision matrix of AI programs that are focused on detecting the behavior of one individual. Percepta's approach is to predict outcomes based on behavior rather than on the physical characteristics of the person exhibiting the behavior.

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