

## Policy Statement

### ***ITW* Shakeproof Industrial Products Diversity**

*ITW Shakeproof Industrial Products adopts the philosophy that diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the business organization. This goes beyond race and gender while allowing all of the employees to embrace one another's differences and uniqueness. By maintaining this thought process, it will allow creative thinking to help maintain and grow our business into the future.*

*ITW Shakeproof Industrial Products has committed to identifying a diverse workforce as positions within the organization become available. We will broaden our search to capture people of differing backgrounds, race, women, and immigrants and without any bias toward age or sexual orientation.*