



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™

THE TIME IS NOW TO MAKE WORKPLACE EQUALITY GLOBAL.

GLOBAL BUSINESS COALITION

The world's strongest and most competitive businesses are committed to fundamental fairness and opportunity in the workplace for all employees, including basic protections for lesbian, gay, bisexual and transgender employees, along with the rest of their workforce. As global business leaders, we support workplace fairness for all employees throughout our operations, both domestically and abroad, because equality is simply essential to good business around the world.

Fairness Is Good Business. You can join this movement among successful businesses. Support the **Global Business Coalition** by signing this form and sending it to the HRC Workplace Equality Program by e-mail to workplace@hrc.org or by fax to 202-347-5323.

Xylem Inc

NAME OF BUSINESS

supports fairness in the workplace. We support global workplace fairness on the basis of sexual orientation and gender identity.

Claudia Toussaint

09/14/18

SIGNATURE OF AUTHORIZED REPRESENTATIVE

DATE

Claudia Toussaint, SVP, General Counsel

NAME, TITLE OF AUTHORIZED REPRESENTATIVE

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NUMBER OF EMPLOYEES

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A SAMPLE OF BENEFITS OF JOINING THE COALITION

- Direct consultation from HRC Foundation on global workplace equality.
 - Leveraging of brand best practices across HRC platforms such as blogs, resources, media and more.
 - Quarterly newsletter from HRC Foundation regarding global LGBT news and areas of focus with an eye on business impact.
 - Facilitated, confidential thought leader forums on subjects such as: “Self ID and Navigating Global Systems: Best Practices;” “Company and Culture: How Cross Cultural ERG Collaboration Can Happen;” “Basic Protections: Ensuring Global Consistency for LGBT Protections;” among others; and,
 - Toolkits and First Views/Input of New Resources.
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WHAT IS ASKED OF COALITION MEMBERS

- Implementation of a global non-discrimination statement/code of conduct for LGBT employees. This is also a requirement for the 2016 HRC Foundation's Corporate Equality Index.
- Best practice and experiential sharing on the businesses' journey to global inclusion. Concentration areas of leadership include: ERG development and collaboration; public policy advocacy; community (NGO/civil society) engagement, and other salient themes.
- Where possible, public testimonials on their own experiences with LGBT inclusion to press, business audiences and WEP resources.