KLAH

Inclusion For All

In our drive to be better, KLA commits to creating a more inclusive and diverse workforce every year, because we know that everyone benefits when we work with teams that harness varying perspectives, abilities and talents.

Inclusion For All means that everyone at KLA belongs and brings their unique worldview to collaborate and help us reach our full potential.

EMPATHY

Approach all situations with empathy first for yourself and others—as you work to find solutions

Commit to educating yourself, and not solely leaning on others, in growing your I&D knowledge

CURIOSITY

Challenge yourself to invite and consider new voices, backgrounds, abilities, and beliefs to the table

MIGH-PERFORMING TEAMS

- Invite a team member you don't know well to lunch or coffee
- Praise a team member's unique strengths in a meeting
- Attend an employee resource group (ERG) meeting or event and learn
- Actively invite meeting participants
- Consider time zones when setting up meetings and strive to balance everyone's participation
- complementing (vs. duplicating) dimensions on the team

HONEST,

FORTHRIGHT

Be truthful and consistent in evaluating your progress practicing conscious inclusion

IMPACT

Apply an I&D mindset to deliver innovative solutions to our customers' most pressing challenges.

INDISPENSABLE

Ways To **Take Action**

We all play a part in creating an inclusive culture, as it is a direct reflection of our core values.

Even the smallest actions matter so give some of these a try:

- about its culture or community
- to contribute if they've been silent

Focus interviews on "culture add"