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DiversityInc Ranks Lilly in its Top 3 Companies for Diversity

For the second year in a row, Lilly has been ranked third in DiversityInc's list of Top 50 Companies for Diversity. DiversityInc Top 50 list is issued annually and recognises top companies for diversity and inclusion management.

In addition to the Top 50 Company ranking of #3, Lilly received the following DiversityInc specialty rankings, further exemplifying our commitment to diversity and inclusion:

#1 People with Disabilities

#2 Asian American Executives

#3 Latino Executives

#6 Philanthropy

#9 Board of Directors

#11 Black Executives

#17 LGBT Employee

#24 Employee Resource Groups

Lilly first made the DiversityInc Top 50 list in 2011 and is on a continuous journey of improvement.

"Diversity, Equity and Inclusion is at the centre of everything we do. Only by embracing our differences and combining our unique talents can we fulfil our purpose to make life better for people. This recognition is a proud moment for Lilly and while we know we have more work to do, today we celebrate how far we've come in our journey." Said Jill Schein, Senior Director Human Resources at Lilly Australia, and New Zealand (ANZ).

Lilly took a holistic approach to helping employees, their loved ones, and communities through the pandemic. Lilly's Global Diversity and Inclusion Office launched a "Making It Safe to Thrive in a Time of Pandemic" 12-week webinar series, partnering with Employee Resource Groups, reaching more than 16,000 employees. Topics addressed included bias against minority groups, discussions on distinct experiences of employees from culturally diverse backgrounds, parenting, mental health and new ways of celebrating Ramadan and Easter during COVID-19 lockdown.

Lilly's Racial Justice Initiatives in 2020 included 'Lilly Day of Solidarity'. Globally, over 7000 employees came together to acknowledge the trauma of racial injustice, understand its many forms, and create a call to action for lasting change. Lilly and Lilly Foundation pledged \$25 million USD and 25,000 employee volunteer hours over five years to combat racial injustice and inequity. In 2021, Lilly hosted its 'Day of Understanding', building on the Day of Solidarity to continue listening, learning from, and supporting employees and our communities.

Lilly ANZ has six Diversity & Inclusion Employee Groups to celebrate and leverage our diversity and promote inclusion and equity: Culture, Pride, Psychological Safety and Well-Being, Generation, Enable and Gender. In 2020, Lilly ANZ have made significant progress in advancing Lilly's gender equity, with 63% of total onboardings in 2020 being women and 61.8% of employees promoted to leadership positions also being women. With the recent appointments of Jill Schein as Senior Human Resources Director and Gabi Mittas as Chief Marketing Officer, 54% of Lilly Australia and New Zealand's executive team is also comprised of women.



Over 1500 'Harmony Walks' were conducted by Lilly ANZ employees in 2020. Harmony Walks, where randomly assigned pairs of employees have a phone call whilst on a walk, were introduced during the COVID-19 lockdowns in early 2020 to improve social connection, inclusion, and physical well-being. Through these connections, employees were encouraged to better understand each other and help build a more inclusive, respectful, and psychologically safe culture at Lilly.

"Our commitment to Diversity, Equity and Inclusion is unwavering and we will continue to build a diverse and inclusive organisation where it is woven into the very fabric that makes our company a great place to work. It is fundamental to our core business and fosters engagement, innovation, and collaboration with our customers" said Ben Basil, President and General Manager Eli Lilly Australia and New Zealand.

Now more than ever, Lilly is committed to making progress for our patients, business, and communities. We are partnering with our employees, local organisations including Pharma Australia Inclusion Group and Pride in Diversity and investing in solutions to drive meaningful progress for all.

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About Lilly

Lilly is a global healthcare leader that unites caring with discovery to make life better for people around the world. Across the globe, Lilly employees work to discover and bring life-changing medicines to those who need them, improve the understanding and management of disease, and give back to communities through philanthropy and volunteering. Since its founding, Lilly has pioneered major breakthroughs like insulin and the polio vaccine and has worked to make sure these discoveries reach the people around the world who need them most. For more information, visit: www.lilly.com.au

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