

**CEOS FOR SUSTAINABILITY BASELINE COMMITMENTS**  
**TRANSFORMATIONAL-LEVEL SAMPLE GOALS**

**Racial and ethnic equity commitment:**

- Establish a strategy to advance racial and ethnic equity in hiring, development, and advancement of diverse talent, and via diversification of the supply chain.

**Racial and ethnic equity target goals:**

- The workforce across all levels and functions generally represents the racial diversity of the organization's local labor force\*
- Suppliers reflect racial diversity of the community the organization serves. For a company reliant on global suppliers, spend with diverse suppliers exceeds industry benchmarks\*

*\*Adapted from Global Diversity & Inclusion Benchmarks best practices:  
[centreforglobalinclusion.org/gdib](http://centreforglobalinclusion.org/gdib)*