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Mars, Incorporated Recognized for Diversity and Inclusion Efforts

Company named to new workplace equality lists from Great Place to Work® and Human Rights Campaign Foundation

McLean, Va., December 5, 2016 – As 2016 comes to a close, many organizations find themselves reflecting on the year’s achievements, opportunities and milestones. That rings true for Mars, Incorporated, particularly in the work the company has done to further increase diversity and promote inclusion across all operations in the United States. Today, Mars has two reasons to celebrate: being named one of the 2016 Best Workplaces for Diversity, according to global research and consulting firm Great Place to Work® and Fortune, and a listing on the Human Rights Campaign Foundation’s 2017 Corporate Equality Index.

“At Mars, we embrace different perspectives and unique ways of thinking from everyone – because we believe that our differences make us even better, together,” said Michelle Thomas, Global Director of Inclusion and Diversity at Mars. “It’s an honor to be included on these lists, but our work doesn’t stop there. We believe that greater diversity within our Associates groups yield greater creativity and business success.”

A Focus on the Mars Commitment to Diversity

These rankings exemplify Mars’ passion and commitment to continued forward growth toward creating a workplace that recognizes and celebrates differences across Mars’ Food, Chocolate, Wrigley, Petcare, Drinks and Symbioscience segments in the U.S.

Organizations like the Human Rights Campaign, Fortune, and Great Place To Work® help to inform Mars’ approach to continually improve upon existing programs, and serve as best practices to be among other leading companies in this space. Learnings from these peers are paired with direction from Mars’ Five Principles of Quality, Responsibility, Mutuality, Efficiency and Freedom, which guide the company’s philosophy on everything from sustainability to philanthropy.

At Mars, instilling a spirit of [diversity and inclusion](#) starts at the top – the company provides trainings to give executives the skills to create a welcoming, open environment that values every Associate and allows them to develop their careers. Mars also champions flexibility in meeting the needs of its Associates across locations, tailoring diversity programming to the specific needs of each site. All Mars locations take their own steps to create a culturally inclusive environment, encouraging open collaboration and communication.

Achieving gender equality across the workforce is a priority, with women holding more than 40% of manager positions at Mars. To ensure that more and more women join and stay with the company on a



year over year basis, Mars provides mentoring circles, and groups like the Women of Mars Associate Network and Women in Sales Leadership, give Associates a chance to network and share advice.

Rankings Celebrate Forward Progress

The rankings announced today showcase Mars' commitment to achieving an equal, open environment across its business segments.

[Fortune's 50 Best Workplaces for Diversity](#) list is based on feedback from more than 448,456 employees at Great Place to Work–Certified™ companies, covering topics including employees' assessments of workplace fairness, opportunities for training, representation of women and minorities among the workforce and in executive roles, among other factors.

The Human Rights Campaign Foundation's 2017 [Corporate Equality Index](#) is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees. The 2017 CEI rated a total of 1,043 businesses in the report, which evaluates LGBTQ-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBTQ community.

To learn more about Mars, Incorporated and its commitment to diversity, please visit www.mars.com.

About Mars, Incorporated:

Mars, Incorporated is a private, family-owned business with more than a century of history and some of the best-loved brands in the world. Some of these iconic brands include: Petcare – PEDIGREE®, ROYAL CANIN®, WHISKAS®, IAMS®, EUKANUBA®, WHISTLE®, BANFIELD® Pet Hospital, PET PARTNERS®, CESAR®, SHEBA®, DREAMIES®, WISDOM PANEL®, BLUEPEARL®, GREENIES® and NUTRO®; Chocolate – M&M'S®, SNICKERS®, DOVE®, GALAXY®, MARS®, MILKY WAY®, 3 MUSKETEERS®, BOUNTY®, MALTESERS®, TWIX® and AMERICAN HERITAGE®; Wrigley – DOUBLEMINT®, EXTRA®, ORBIT® and 5™ chewing gums, SKITTLES® and STARBURST® candies, and ALTOIDS® AND LIFESAVERS® mints; Food – UNCLE BEN'S®, DOLMIO®, EBLY®, MASTERFOODS®, SEEDS OF CHANGE® and ROYCO®; Drinks – ALTERRA COFFEE ROASTERS™, THE BRIGHT TEA COMPANY™, KLIX® and FLAVIA®; and Symbioscience – COCOAVIA®.

Headquartered in McLean, Virginia, Mars has more than \$35 billion in net sales from Mars Petcare, Mars Wrigley Confectionery, Mars Food, Mars Drinks and Mars Symbioscience. More than 80,000 Associates across 78 countries are united by the company's Five Principles: Quality, Efficiency, Responsibility, Mutuality and Freedom and strive every day to create relationships with stakeholders that deliver growth Mars is proud of as a company.

For more information, please visit Mars.com.

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