

Guide to Groups@Celanese

Groups@Celanese are the global catalyst that engages employees in fostering a diverse and inclusive environment. They are voluntary, employee-led groups that are aligned with the company's goals and objectives. Leaders actively support these groups financially and directionally.

Here's a guide to help you understand the types of employee groups at Celanese and how they will accelerate our growth.

Employee Resource Groups (ERGs)

Based on a level of underrepresentation across race and ethnicity, gender, orientation and/or disability

Corporate Social Responsibility Groups (CSRGs)

Formed in alliance with the identified social responsibilities of specific functions within the company

Local Needs Group (LNGs)

Satisfy a unique need that is specific to a facility, area or region

Groups@Celanese	DO
	<ul style="list-style-type: none"> Serve as D&I champions
	<ul style="list-style-type: none"> Raise awareness and share new ideas
	<ul style="list-style-type: none"> Help with recruitment and retention efforts
	<ul style="list-style-type: none"> Strengthen connection to the community
	<ul style="list-style-type: none"> Partner with the Celanese Foundation

Groups@Celanese	DON'T
	<ul style="list-style-type: none"> Create company policies
	<ul style="list-style-type: none"> Create programmatic curriculum
	<ul style="list-style-type: none"> Exclude employees from participating
	<ul style="list-style-type: none"> Promote political activities
	<ul style="list-style-type: none"> Engage in discriminatory and/or exclusionary conduct on any basis

