



FUELING OUR MISSION:
DIVERSITY, INCLUSION AND
COLLABORATION AT BATTELLE

BATTELLE

A Message from President and CEO Lou Von Thae

At Battelle, we're driven by our mission—to translate scientific discovery and technology advances into societal benefit. We succeed by attracting, engaging, retaining and developing the best and brightest minds in their fields to work together to solve some of the world's most difficult challenges.

As a research institution, diversity is one of our strongest assets—we celebrate the characteristics that make every individual different. Our employees, we call them “Solvers,” inject our culture with their perspectives formed through widely diverse life experiences, educational backgrounds, geographic origins, socioeconomic statuses, communication styles and everything else that makes them unique.

New ways of thinking are critical to Battelle's success, and we arrive at the best ideas through the inclusion of input from all those involved, which is why we strive for diversity, inclusion and collaboration across all levels of our organization. We measure inclusion by the extent to which an employee feels valued and we generate ideas and solutions by collaborating with peers who work and think differently.

Our commitment to diversity and inclusion starts with education. As part of our mission to do the greatest good, we are committed to extending the reach of STEM (science, technology, engineering and math) learning opportunities to all learners. Together with public and private partners, we're bringing quality STEM education to hundreds of thousands of students across the United States.

In 2018, Battelle signed the Columbus Commitment: Achieving Pay Equity, a voluntary pay equity commitment created by the Columbus Women's Commission, because we embrace equal pay for women and minorities. Our compensation methodology ensures that all employees at all locations are paid equitably.

I've also committed to the CEO Action for Diversity and Inclusion initiative, the largest CEO-driven commitment to advance diversity and inclusion in the workplace, which aims to improve workplace diversity through efforts such as unconscious bias training and open dialogue.

As we strive to stay at the forefront of scientific innovation, we're committed to continuous improvement across all aspects of our business, including our focus on diversity.



Lou Von Thae
President and Chief Executive Officer



Our Vision and Mission

Battelle's vision is to be a major force in science and technology discovery and in the translation of knowledge into innovative applications that have significant societal and economic impacts.

Steel industrialist Gordon Battelle provided for the Battelle Memorial Institute in his 1920 will and testament after a career devoted to the idea that science and research can solve problems in business and society.

His vision became our mission when we opened our doors six years later.

Translate scientific discovery and technology advances into societal benefits "... for the purpose of education in connection with and the encouragement of creative and research work in the making of discoveries and inventions . . . do the greatest good for humanity . . ."

Gordon Battelle's last will and testament

Our Values

Unity. Creativity. Collaboration. Excellence. Appreciation.

More than just ideals to strive for, our values are the attitudes, characteristics and behaviors that guide our decision-making and actions, enabling us to be at our best.

They signify how we work with one another and with clients, and they help ensure that we're all working toward the same goal and purpose.





Our Diversity and Inclusion Strategy

Building a diverse and inclusive culture doesn't happen without an intentional focus and commitment to workplace policies and practices that help foster and grow a diverse workforce.

Recruiting from diverse talent pools ensures that we're hiring the best and brightest to help us solve some of the world's most challenging problems. Battelle collaborates with womens' groups and minority associations on college campuses, as well as regional and community-level minority development councils and events, to promote employment opportunities and to identify highly qualified candidates.

Battelle offers a variety of professional development opportunities to support employees at every level. To support leaders in strengthening a diverse and inclusive culture, Battelle offers leadership-focused learning experiences that explore unconscious bias and inclusion, helping leaders develop the skills they need to better guide their teams. Annually, all employees are required to complete an ethics training course to ensure they are aware of Battelle's Code of Conduct and the expectations for legal and ethical behavior. In addition, employee-led diversity workshops are held throughout the year, covering topics such as veterans' issues and how to be an ally to other groups.

From actively participating in Pride celebrations in our communities to recognizing and celebrating our employees' diverse cultural heritages, Battelle is committed to ensuring that every employee feels safe, valued and included.





Our Code of Business Ethics and Conduct

Battelle's Code of Conduct describes the standards by which we live. Every employee of Battelle is expected to fully comply with these standards. Battelle takes its legal and ethical obligations seriously.



Employees are responsible for their conduct and must act in accordance with these standards every day. Employees are expected to understand the laws and policies that apply to their work and are encouraged to speak with their managers and/or members of Battelle's Legal, Human Resources or Internal Audit teams regarding the application of a specific law or policy. Employees performing certain activities funded by the Centers for Medicare & Medicaid (CMS) are responsible for understanding and complying with Battelle's CMS Compliance Plan. Employees violating any law or policy may be subject to disciplinary action up to and including termination of employment.

Reporting Concerns

The timely and appropriate resolution of ethical problems within Battelle is essential to maintaining our reputation and fulfilling our legal responsibilities. For convenience and confidentiality purposes, Battelle maintains the Business Ethics Hotline at 855.296.2232 and website at <https://Battelle.alertline.com/gcs/welcome>.

Concerns may be reported anonymously. Employees are expected to immediately report any suspected instances of improper conduct, violations of law or policy, or other irregularities to their managers, the confidential Business Ethics Hotline or website, or a member of Battelle's Legal, Human Resources or Internal Audit teams. Managers must promptly report possible violations of these standards raised by their employees to the Business Ethics Hotline or website or to Legal, Human Resources or Internal Audit.

All reported incidents or concerns are reviewed to determine whether an investigation is appropriate. Battelle has a formal process for conducting internal investigations that is overseen by senior management. This process is designed to identify whether a violation of law or policy has occurred and to determine what, if any, action should be taken.

Mandatory Disclosure

As a government contractor, we must disclose in a timely manner to the appropriate government official(s) credible evidence of certain violations of federal criminal law including fraud, conflict of interest, bribery and gratuities found in Title 18 of the United States Code and violations of the civil False Claims Act. For Battelle to comply with these obligations, it is critical that employees promptly report any concerns regarding such matters to their manager, the confidential Business Ethics Hotline or website or Battelle's Legal, Human Resources or Internal Audit teams. Managers must promptly report possible violations of these standards raised by their employees to the Business Ethics Hotline or website or to Battelle's Legal, Human Resources or Internal Audit teams.

Retaliation Will Not Be Tolerated

Managers are expected to foster an environment in which their employees feel free to express concerns and to raise issues without fear of retaliation. Retaliation for the good faith reporting of a concern regarding any suspected instances of improper conduct, violation of law, regulation, or policy or for participating in an investigation is unacceptable and will not be tolerated by Battelle. Any suspicion of such behavior must be promptly reported to the Business Ethics Hotline or website or to Battelle's Legal, Human Resources or Internal Audit teams.

Our Employee Resource Groups

As an organization comprised of people from many different backgrounds, Battelle has formed Employee Resource Groups to provide a place where employees feel safe, where their needs are recognized and where they have an opportunity to weigh in and be heard.



Our Employee Resource Groups (ERGs) are key to fostering a culture of inclusion and provide opportunities for employees to develop their leadership skills, receive support and encouragement, and grow personally. Our ERGs are voluntary, employee-led teams that nurture a diverse and inclusive workplace in alignment with our mission, values, strategy and culture. The ERGs include:

Embrace advocates and champions for racial diversity at Battelle and leads efforts to recognize and celebrate employees' heritage through efforts including Black History Month and Hispanic Heritage Month.

Prism advocates for Battelle's lesbian, gay, bisexual, transgender, queer and allied (LGBTQA) employees in a way that makes all people feel safe, supported and welcome regardless of their sexual orientation, gender identity or gender expression so that employees, potential employees, customers and business partners see Battelle as an employer and business partner of choice. Through Prism, Battelle plays an active role in supporting Gay Pride Month through festivals and parades in the communities where our employees live and work.

Military Support engages and values military service for the furtherance of the Battelle mission by bringing together our military veterans, employees in the Guard or Reserve and military families and friends. Battelle has a long history of supporting military clients through numerous research and development projects. As a financial contributor to the Tragedy Assistance Program for Survivors (TAPS), an organization committed to providing compassionate care to anyone who is grieving the death of someone who died while serving in the military, Battelle also supports the families of fallen service members. Battelle employees have worked as volunteers at the Ohio Regional Military Survivor Seminar and Good Grief Camp, an annual event that brings together adult and child survivors for a weekend of hope and healing.

NextGen advocates for early career and passionate business professionals within Battelle and leads fundraising events like Bowling for Charity, a bowling competition that raises money to support charities in the communities where our employees live and work.





Women's Network raises employee awareness and fosters greater understanding and participation in events like Women's History Month so that Battelle is successful in achieving its business goals and is increasingly recognized as an employer of choice for women seeking to reach their full potential. The Women's Network also supports community efforts to support women in STEM careers. Organizations supported by the Women's Network include:

- **Women for Economic and Leadership Development (WELD)**

Battelle is a corporate sponsor of the Central Ohio WELD chapter, allowing a limited number of Battelle employees to use corporate membership slots to participate in local events and expand leadership skills and professional networks.

- **ROX**

ROX, Ruling Our eXperiences, is a local non-profit organization focused on empowering girls through evidence-based programming. In 2018, Battelle supported a national survey of more than 10,000 girls to better understand the factors related to girls' abilities, perceptions and aspirations, resulting in the largest study of its kind, *The Girls' Index™: New Insights into the Complex World of Today's Girls*. Battelle employees also volunteer as guest speakers at ROX events, giving student participants professional female role models who they can relate to and aspire to emulate.

Our Affinity Board

Battelle's Affinity Board aims to enable Battelle's mission and vision by advancing strategies and practices that support and engage employees, empowering them to achieve their full potential.

The Affinity Board is an independent advisory board that offers insight and recommendations to Battelle's senior leadership team. The Affinity Board focuses on advancing strategies that promote employee engagement, develop supportive leaders and encourage a diverse and inclusive workforce.

Working closely with Battelle employees to ensure alignment of missions and efforts, the primary outcome of the Affinity Board's efforts is the recruitment, engagement and retention of high-performing and diverse talent, establishing Battelle as an employer of choice and driving business success.

Our Employee Mentoring Program

Battelle is committed to providing opportunities for employees to grow within our organization. Battelle's mentoring program not only offers opportunities for professional and personal growth but also exposes our employees to diverse perspectives and new ways of thinking.

We know that new ways of thinking are critical to our success, and we arrive at the best ideas through the inclusion of input from those with differing experiences. Our mentoring program fosters relationships and learning opportunities that drive our scientific innovation.



Paid Parental Leave and Adoption Assistance

Battelle believes it's important to support employees through various life stages, including providing time to bond with a newborn or newly adopted child.

Our Paid Parental Leave program provides new parents the opportunity to take up to four weeks of leave with 100% base pay. Paid Parental Leave is available to both regular full-time and regular part-time employees.

In addition to Paid Parental Leave, our Adoption Assistance Reimbursement Plan reimburses eligible expenses associated with the adoption of a child or children, up to \$5,000 per adoption with up to three adoptions per family.



Alternative Work Arrangements

We recognize that over the course of a career, the need to balance personal and professional priorities can vary, which is why we provide flexible work opportunities that recognize individual needs. Options include flextime, variable work schedules, telecommuting, part-time employment and job sharing.





Team Battelle

Team Battelle positively impacts the quality of life in communities where Battelle employees live and work by supporting and initiating volunteer-driven programs and activities that meet the community's needs, capitalize on employee interests and are consistent with Battelle's corporate citizenship priorities.

In 2018, there were more than 40 Team Battelle projects, including:

Creative Living

Creative Living is a non-profit organization encouraging independent living for adults with severe physical disabilities by providing wheelchair accessible housing and assistance and by creating a supportive environment for people to learn, work, live and contribute to the community. Battelle volunteers help with cleaning, landscaping and general maintenance.

For Women – Soroptimist International

Team Battelle works with the women of Soroptimist International of Columbus and Franklin County through hands-on service projects to support local communities who empower women and girls. By supporting various Central Ohio organizations, the group focuses volunteer programming efforts in the areas of education/economic empowerment, teen dating violence, domestic violence in the workplace and human trafficking.

Hands-on Science

Wonders of Our World/Hands-on Science is a collaborative science education program between active scientists, Team Battelle volunteers and elementary school teachers, intended to supplement the existing science programs in elementary schools and bring the excitement of science discoveries into the classroom.

Minority Engineering Mentoring

This Team Battelle project recruits and coordinates involvement of women and minority engineers at Battelle to mentor minority students in engineering programs. Professional mentors help students understand what life is like as an engineer and give students a contact in the professional engineering field. Most events occur during the school year and each mentor can determine the amount of time she/he has to attend events or participate in online discussions.





Supplier Diversity

Small businesses are the engines of America's marketplace and catalysts of our nation's innovation and economic growth. Battelle encourages small businesses, with their distinctive capabilities and technical know-how, to help us better serve our clients, communities and country.

By working together, our highly talented employees and our small business partners bring extraordinary strength and depth of expertise to the challenge of creating solutions to our nation's most complex problems.

Battelle's Office of Supplier Diversity is committed to partnering with small businesses of all kinds, including:

- Small and disadvantaged businesses
- Women-owned businesses
- Minority-owned/Native American-owned businesses
- Veteran- and service-disabled veteran-owned businesses
- Historically Underutilized Business Zones (HUBZones)

Encouraging small business owners to explore opportunities in unlocking their technological potential is a key element in Battelle's success as a global research leader.

We build long-term strategic business relationships between Battelle's project employees and the small business supplier community by:

- Ensuring that small businesses are included in the proposal development process
- Fostering small business partnering programs and mentor/protégé programs
- Coordinating capability briefings
- Conducting proactive outreach to small businesses

An Equal Opportunity Employer

Battelle provides employment and opportunities for advancement, compensation, training and growth according to individual merit, without regard to race, color, religion, sex (including pregnancy), national origin, sexual orientation, gender identity or expression, marital status, age, genetic information, disability, veteran-status or any other characteristic protected under applicable federal, state or local law. Our goal is for each employee to have the opportunity to grow to the limits of their abilities and to achieve personal and organizational objectives. We will support positive programs for equal treatment of all employees and full utilization of all qualified employees at all levels within Battelle.

Request an Accommodation

Candidates with a documented disability covered under the U.S. Americans with Disabilities Act Amendments Act of 2008 (ADAAA) can request accommodations by:

Email: recruiting@battelle.org

Phone: 614.424.5000

Mail: Battelle, c/o Human Resources, 505 King Ave,
Columbus, OH 43201

Battelle takes its legal and ethical obligations seriously. Employees are responsible for their conduct and must act in accordance with Battelle's Code of Conduct standards every day.