

# Diversity & Inclusion at Voya Financial

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## Overview

Voya Financial is committed to fostering a work environment where the **differences that we are born with — and those we acquire throughout our lives —** are understood, valued and intentionally pursued. Purposefully bringing our differences together to positively influence our culture, serve our clients and enrich our communities is essential to our vision to be America's Retirement Company®.

**Colleagues, Clients and Community** are our strategic priority areas for Diversity & Inclusion (D&I). We believe that a focus on inclusion at every level of the organization leads to better performance, increased innovation, an enhanced ability to satisfy our customers, higher employee engagement, lower employee turnover rates and stronger communities.

At the heart of our belief is that D&I must be intentional and individualized. Each of us at Voya is responsible for executing Voya's D&I strategy. We believe that our employees own our culture and have a responsibility to foster an environment where we all feel comfortable bringing our whole selves to work. It is up to each of us to act in ways that support our internal focus: **"Celebrating our Differences. Choosing to Include."**

**We are stronger because of our differences:** race, color, sex, national origin, religion, age, disability, veteran status, sexual orientation, gender identity, genetic information, marital status, creed, citizenship status, *as well as* perspective of thoughts, beliefs, education, background and experiences. We are committed to a diverse and inclusive workforce where all of these differences are purposefully brought together. This governs all decisions related to employment, including selection, development, compensation and requests for reasonable accommodation. We believe that all employees must be treated fairly, with respect, and in a manner free from discrimination and harassment.

## Colleagues

*Demographics:* The importance we place on diverse perspectives is exemplified in the **composition of Voya's leaders:**\*

- Voya Financial [Board of Directors](#) (independent directors) | 7 total | 43% women | 0% racially/ethnically diverse
- [Executive Committee](#) (highest internal management body) | 8 total | 50% women | 13% racially/ethnically diverse
- People Managers | approximately 1,000 | 39% women | 16% racially/ethnically diverse
- Overall Workforce | approximately 6,000 | 51% women | 26% racially/ethnically diverse

*Employee Resource Groups:* Voya has **eight Employee Resource Groups (ERGs)** that are open to all employees. Voya's ERGs are African-American, Asian-American, Latinx, LGBTQ & Allies, NextGen, Disabilities and Special Needs, Women's and Virtual (remote Voya employees). These groups play an important role in engaging and educating our workforce — and are a vital resource to help advance our business goals. These groups help Voya foster a more inclusive culture where diverse perspectives are valued and celebrated. Approximately 22% of Voya employees are a member of one or more of Voya's ERGs.

*Policies:* Our [policies](#) provide clarity about our commitment to D&I and the related expectations we place on our employees, business collaborators and other key stakeholders. We maintain the following D&I-related workplace policies:

- [Code of Business Conduct and Ethics](#)
- [Equal Employment Opportunity](#)
- [Human and Workplace Rights Statement](#)
- [Supplier Code of Conduct](#)

## Clients

Our commitment to diversity and inclusion is essential to **conducting our business in a responsible manner** and is integral to developing innovative solutions that enable our clients to effectively plan, invest and protect their assets. Our mission is to help all Americans retire better, and that means ensuring our workforce reflects the Americans we serve.

In an increasingly complex, global marketplace, the ability to draw on a wide range of viewpoints, backgrounds, skills, experience and expertise results in better and more innovative solutions. We invest in attracting, hiring and retaining diverse talent and this allows us to **better serve our clients** and deliver products and services that meet their needs.

*Voya Cares®:* In 2017, Voya established the [Voya Cares®](#) program, which was developed to **help people with special needs and disabilities, and their caregivers, plan for the future** they envision. Voya Cares is here to help these individuals and their caregivers along the journey. This program focuses on helping advisors and employers with special needs planning, as well as providing resources and support for caregivers and those with special needs and disabilities.

## Communities

*Voya Foundation:* We believe in strengthening our communities through philanthropy, volunteerism, giving and nonprofit board service. [Voya Foundation](#) is the philanthropic giving arm of Voya Financial and provides grants that support our Financial Resilience giving priority, which focuses on (1) providing students grades K-12 with the resources to be financially secure in the future; (2) supporting teacher training and rewarding excellence in the classroom; and (3) helping students pursue post-secondary education through our Voya Scholars program. Through this philanthropic work, we **focus on financial inclusion** and providing the tools and resources for the achievement of financial security.

*Volunteerism and Giving:* Our employees are generous with their time and resources. **Voya employees volunteered more than 42,000 hours during 2018** and take advantage of the 40 hours of paid Volunteer Time Away provided by the company. Together with matching funds from Voya Foundation, **employees donated nearly \$5.9 million to nonprofits in 2018.**

*Demographics of Program Beneficiaries:* The programs we support through our nonprofit partners tend to **serve those who are economically and/or socially disadvantaged.** Beneficiaries for all programs are most likely to be (1) racially diverse (non-Caucasian); (2) female; (3) living in a household where the annual household income is below \$25,000; (4) living in a household where the highest education attained is high school or less; and (5) living in a household where the socioeconomic/professional category is unemployed.

## Governance

The D&I team and the execution of our programming is directly overseen by our senior vice president, Corporate Responsibility, Diversity & Inclusion, and president of Voya Foundation. That role reports to the [executive vice president](#) and chief human resources officer, who in turn reports to the [Chairman and Chief Executive Officer](#).

There is a normal cadence of reviewing **D&I performance and progress to the highest governing and management bodies** of Voya Financial:

- Quarterly performance is reviewed with the Corporate Responsibility/Diversity & Inclusion Executive Council (comprises top eight leaders of the company).
- Annual performance is reviewed with the Nominating and Governance committee of the Voya Board of Directors.
- We report progress annually to our key stakeholders through our *Corporate Responsibility Annual Report*, which is housed in the company section of voya.com and specifically, to long-term/Environmental Social Governance (ESG)-oriented investors through requests to complete or review ESG disclosure surveys.

## Industry Leadership

*Board Diversity:* Voya is actively working to **advance the understanding of the value that diverse expertise, skills and perspectives bring to corporate boards.** We are working with external partners, publications and forums to amplify a shared vision for greater diversity in board rooms across the U.S.

Chairman and CEO Rodney O. Martin's white paper titled "Board Diversity by Design at Voya Financial," was published in [Corporate Compliance Insights](#) and was referenced in a [case study](#) featured by CECP – The CEO Force for Good. In addition, Martin was featured in the following: [The Huffington Post's "The Next Decade of Corporate Ethics"](#) opinion article; [UBS Financial Services' report "On the road to parity"](#); and [Forbes' "Will Corporate Boards Remain A Boy's Club?"](#).

In 2016, our Chairman and CEO Rodney O. Martin accepted an invitation to join the **30% Club**, a group of business leaders committed to better gender balance at all levels of their organizations.

Voya also became a member of **Paradigm for Parity**, coalition of business leaders dedicated to addressing the corporate leadership gender gap, and the **Thirty Percent Coalition**, whose goal is for women to hold 30% of board seats across public companies. Additionally, Voya was invited to join a partnership with the Ethisphere Institute to help lead its 2016 Gender Diversity Initiative and, more recently, partnered with them on a special report on diversity, titled “[Diversity – An Investment That Pays.](#)”

In addition, our Inclusion Works partnership with Disability:IN has been a significant part of our journey in helping individuals with special needs and disabilities, and their caregivers. Among other benefits, this partnership has helped us to make sure that we are properly approaching our recruiting, hiring and onboarding practices in an inclusive way. More recently, Voya joined investors representing \$1 trillion in combined assets to [call on the companies they invest in to do more to promote disability inclusion in their workplaces](#). The coalition, led by New York State Comptroller Thomas DiNapoli and Oregon State Treasurer Tobias Read, is among the first indications of institutional investors coordinating to advocate for environmental, social, and governance (ESG) investing and specifically for people with disabilities in the workplace.

The investors’ statement also encouraged companies to participate in the Disability Equality Index (DEI). The DEI, an initiative of Disability:IN and AAPD, allows companies to self-report and benchmark their disability policies and practices and identify ways to build reputations as inclusive organizations.

## Select D&I Initiatives/Programs

We have developed and executed a number of initiatives that advance our diversity strategy. We are **working to launch a supplier diversity program** in 2019. In addition, to the initiatives outlined above, we have achieved the following:

- Voluntary Employee Self-Identification of Disability Program (initiated in 2018). Voya has approximately 3% of its employees who have voluntarily self-identified as having (or previously had) a disability. This compares positively to Disability:IN’s benchmark of 2.1 percent.
- Disability:IN [Inclusion Works](#) member 2018-2019
- Disabilities and Special Needs Employee Resource Group in 2018
- Sponsor of “[Getting to Equal](#)” symposium focused on disability workplace inclusion with the New York Stock Exchange (NYSE) and Accenture in 2018
- Unconscious Bias Training for business leaders, digital training (ongoing)
- Sponsorships with national diversity partners (ongoing)
- [Invest in Something Special](#) campaign with the Special Olympics to help increase awareness of the importance of inclusion in 2017
- People with Special Needs Task Force in 2016
- White paper entitled: “[Helping American families achieve financial security while facing special needs and disabilities challenges](#)”
- [White paper entitled: A Question of Special Needs: How Much Do We Need to Fund a Special Needs Plan?](#)
- [The National Down Syndrome Society \(NDSS\), together with support from Voya, are advocating for equal rights for all individuals with Down syndrome through a unique dining experience known as C21](#)

## Awards and Recognition

Our commitment to D&I has led to recognition by third parties and inclusion in organizations where we can help **provide thought leadership** and actively promote diversity in the workplace. The following represent some of these [achievements](#):

- *Barron's* 2019 "100 Most Sustainable Companies" list, No. 6, 2019
- Best Place to Work for Disability Inclusion, 2018
- Best Workplaces for Giving Back, 2018
- Best Places to Work in Money Management, 2015-2018
- Bloomberg Gender-Equality Index, 2018-2019
- Dow Jones Sustainability North America Index, 2016-2018
- Employer of the Year: Champion Award by Disability:IN, 2018
- Environmental Protection Agency, Green Power Leadership Club, 2008-2018
- ESPN finalist for a Corporate Community Impact Award, 2018
- *Fortune's* World's Most Admired Companies, 2018
- *Forbes* World's Best Employer, 2018
- Great Place to Work®, 2016-2018
- Human Rights Campaign, Best Places to Work for LGBT Equality, Corporate Equality Index Perfect Score, 2006-2019
- MSCI ESG Leaders Indexes (formerly MSCI Global Sustainability Indexes), 2015-2018
- Mogul's Top Companies Worldwide for Millennial Women, 2019
- National Association for Female Executives [Top 70 Companies for Executive Women](#), 2018
- *Newsweek* Green Rankings, 2015-2017
- World's Most Ethical Companies®, 2014-2019

To learn more about Diversity & Inclusion at Voya, please visit our [website](#).