

EDIC North Star

At Synchrony, we are committed to enriching every life we touch by leading with **EQUITY** in everything we do.



Evolve the workforce to reflect the **DIVERSITY** of the populations in the communities we serve

- Achieve **50%** female & other gender diversity representation across all groups **globally**
- Achieve ethnic representation commensurate with US census across all groups
- Achieve and maintain **100%** pay equity



Nurture a culture of **INCLUSION** where employees can be their authentic selves and valued

- Achieve or exceed **90%** or better on employee survey inclusion indexes
- **75%** employee participation in our Diversity Networks
- **95%** employee participation in self-id survey
- Achieve **90%** or better GPTW equity score



Increase access to education in our **COMMUNITIES** underserved populations

- Improve the life of every student we touch by providing educational support, resources and training that is comparable to their advantaged peers
- Evolve **Education as an Equalizer** into a replicable, in-demand corporate model which focuses on depth vs. breadth to maximize development

