



Diversity Commitment

WE BELIEVE that an environment of mutual trust and respect, coupled with a commitment to diversity and education, will drive Diebold to be creative, innovative and successful.

What does the preceding statement really mean? As part of our emerging corporate culture, it means that, as a global company, the diversity of our associates is a key competitive advantage. The individuality of each Diebold associate is an asset that provides a balance of different viewpoints, perspectives, and strengths. From a business perspective, achieving optimal levels of performance means that we must realize the full potential of each individual on our team. People are naturally more productive working in an environment that encourages them to share their personal views, ideas and perspectives. Work teams that bring diverse life experiences and points of view to bear on the challenges and problems in our business will generate better solutions so that we can consistently attain superior results. In this environment, each of us can learn, grow, contribute and celebrate the common goals that we achieve together.

Diversity not only complements, but transcends race and gender. We value the diverse, individual characteristics that make each person in our community unique. The Diebold Diversity Commitment requires that all associates demonstrate their own commitment to diversity by respecting and valuing differences such as age, race, gender, sexual orientation, nationality, ethnicity, disability status, religion, education, marital or parental status, geographic location or general life experiences -- to name but a few.

Embracing the diversity of our workforce translates directly to improving our performance and achieving organizational success. It results in a distinctive culture for us, in which innovation and teamwork can thrive. As a global market contender, relating to customers who represent all cultures, races, ethnicities, and unique business demands is an absolute necessity. Leading diversity initiatives locally and globally will successfully drive our organization's business strategy. Pursuing and embracing new ideas and concepts is one way we, as individuals, can foster diversity within Diebold. And, our Diebold Business Improvement System (DBIS) also stresses the importance of a diverse organization.

Each of us must be personally committed to and responsible for creating an environment that nurtures and celebrates our diversity. Let's continue to work together to make this philosophy a reality within Diebold.