



///ADS™

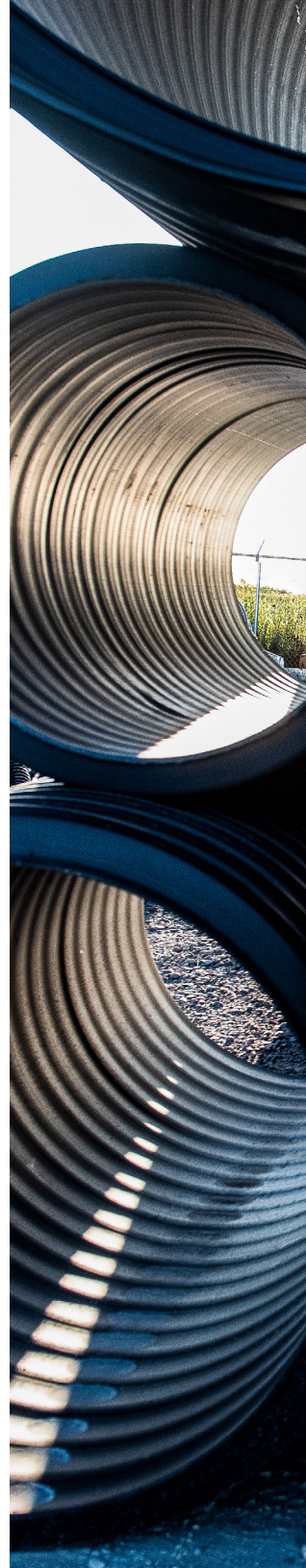
Our reason is **water.**™

ABOUT ADS

Industry Leadership

Advanced Drainage Systems Inc. created an industry by commercializing plastic pipe over 55 years ago. We were the first to differentiate and stand behind our products. The now iconic green stripe defines our brand and stands for quality and support. With each new product development, we have proven time and again our total commitment to both product quality and unsurpassed customer satisfaction. In the process, ADS has become one of the largest, most experienced manufacturers of water management solutions.

Sustainability is at the core of what we do. As the largest plastic recycler in North America and a leading water management company, we are guided by our commitment to preserve and protect Earth's most precious resource: water.





OUR PROMISE

To protect and manage water, the world's most precious resource, safeguarding our environment and communities.







OUR VISION

**To advance quality
of life through
sustainable and
resilient solutions to
water management
challenges**

OUR MISSION

**Provide clean
water management
solutions to
communities and
deliver unparalleled
service to our
customers**

OUR PRINCIPLES

We are process oriented and disciplined. We hold ourselves to the highest expectations and are **accountable for our decisions.**





OUR VALUES

People

Our employees are the enablers of our success. Each of us has the ability to **drive results.**

Process

Our commitment to safety, customer service and quality is in all that we do. We have a disciplined approach to **attack complacency and continuously improve.**

Performance

We grow and flourish as a company, as community partners and as individuals by providing a safe, productive work environment that allows us to offer **industry leading products and customer service.**





OUR CULTURE

**At ADS, passion,
innovation and
continuous
improvement will
always be at the
heart of our work.**

We believe it's this spirit that positions us to be an industry leader.

We value diverse perspectives because they lead to **better ideas.**

Better ideas lead to **better processes.**

Better processes lead to **better performance.**

Better performance leads to **more opportunities for all.**

We believe our employees are the enablers of our success, and each of us has an important role in creating a more diverse and inclusive environment.



AT OUR CORE

We are committed to creating an environment where all employees feel valued, respected and fully engaged to contribute to our future success.

“As a global company, we are dedicated to fostering an inclusive culture and believe in empowering our employees and communities by embracing the dynamics of different backgrounds, experiences and perspectives.”



Scott Barbour
CEO and President

DIVERSITY, EQUITY & INCLUSION

People

Put it simple, this is a people-first initiative. It's about how we take a human-centric approach to **conversation, connection, education and accountability.**

Programs

Initiatives, activities and education put in place to ensure the organization can **effectively deliver on Diversity, Equity and Inclusion efforts.**

Process

We are a company that values inclusion, different perspectives and constructive challenges to the status quo. As we implement professional and leadership development initiatives, we strive to create a "learning zone" culture where **DE&I is truly a part of our DNA.**





OUR DE&I AMBITION



Harness the power of DE&I by attracting, retaining and developing a diverse workforce at all levels of our organization



Build a workplace that enables, cultivates and leverages diversity, equality and inclusion where employees feel a sense of belonging



Extend our company and employees DE&I impact through our commercial strategies and community engagement

Key Enablers



Alignment with ADS Cultural Aspirations



Integration with enterprise talent acquisition and development programs



Targeted education, learning and communication



Executive ownership and accountability

OUR DE&I PRIORITIES



Workforce

Enhance throughout our organization

- Diversity expansion across the organization, within all functions and at all levels, including executive leadership
- Targeted development for top talent
- Building a diversity recruiting network
- Entry level training and development programs



Workplace

Cultivate throughout our actions

- DE&I communication programs
- DE&I educational and training experiences
- Employee two-way feedback and engagement
- Workplace policies and programs evolution
- Targeted engagement for our hourly roles.



Partners

Drive throughout our operations

- XBE customer growth and penetration
- XBE supplier and spend expansion
- DE&I professional association partnership
- University and vocational diverse talent programs

XBE – For profit businesses operated by minorities, women, veterans, and disadvantaged persons.



Community

Support throughout our communities

- DE&I purposed philanthropic support and engagement
- Employee volunteerism
- External company messaging and branding

OUR COMMITMENT

Together we will create a workplace where every employee:

Feels valued, heard and respected

Can bring their whole self to work

Carries a personal responsibility to be an active participant in our culture

Influences others to drive positive impact

Trusts we are a company that lives what we believe

Understands how we collectively contribute to tomorrow





