

FY 2023 Workforce Representation vs. FY 2020



		Total Clorox		Senior Executives		Managers		Other Non-Production		Production	
		2020	2023	2020	2023	2020	2023	2020	2023	2020	2023
GLOBAL	Female	35.0%	35.5%	34.6%	50.0%	44.1%	49.5%	55.7%	57.6%	16.9%	18.6%
	Male	65.0%	64.5%	65.4%	50.0%	55.9%	50.5%	44.3%	42.4%	83.1%	81.4%
U.S.	Total People of Color	33.4%	42.3%	16.0%	17.4%	30.3%	33.5%	36.4%	49.5%	32.9%	44.4%
	Black	15.0%	17.1%	4.0%	4.3%	5.5%	15.0%	12.0%	17.3%	21.0%	22.0%
	Asian	7.8%	7.6%	4.0%	4.3%	14.8%	7.4%	12.8%	11.2%	2.0%	2.6%
	Hispanic/Latinx	8.4%	14.8%	8.0%	8.7%	7.8%	9.5%	9.2%	17.7%	8.2%	16.6%
	People of Color - Others	2.1%	2.7%	0.0%	0.0%	2.2%	1.7%	2.5%	3.3%	1.8%	3.1%
	White	66.6%	57.7%	84.0%	82.6%	67.7%	66.5%	63.6%	50.5%	67.1%	55.6%

Management defines people of color as any race that is not white (Asian, Black, Latino, Native American, Native Hawaiian, or two or more races). Gender and ethnicity information is provided by employees on a voluntary, self-identification basis. To the extent that the employees do not voluntarily report, the data would not be included in the diversity calculation.

During FY23, we updated our internal grade rank structure from previous years, resulting in additional grade levels to be considered a “Manager.” Management’s breakdown of job categories and demographic information provided is as follows: “Senior Executive” is defined as an employee at Grade 32 and above (unchanged from previous years.) “Manager” is defined as an employee at grade 26 to 31 for U.S. employees (FY22 and prior: 27-31) and grade 25 to 31 for international employees (FY22 and prior: 26-31). “Other Nonproduction Employee” is defined as an employee who works at an office location and is at grade 25 and below for U.S. employees (FY22 and prior: 26 and below) and grade 24 and below for International employees (FY22 and prior: 25 and below.) “Production Employee” is defined as an employee who works at a production location and is at grade 19 or below (International and U.S.; unchanged from previous years). Grade levels are defined by Clorox’s compensation structure.