

Employee Resource Groups



Employee Resource Groups (ERGs) are a key component of Samsung's Diversity & Inclusion (D&I) efforts. We are committed to promoting an environment where diversity of our people and diversity of thought are at the forefront of our culture. ERGs are an opportunity for employees that share a common affinity to come together and affect positive outcomes for our people and for our business.

We encourage ERGs to form organically and in a consistent way across the region. We have a standard process, general guidelines and resources needed to establish and sustain effective ERGs. We recognize that processes may differ depending on needs of the individual ERG. Our guidelines are not prescriptive; however, they ensure that ERGs support Samsung's D&I mission and align with corporate policy and procedure.

At Samsung, we value our diverse workforce and strive to foster an environment where all views, opinions and contributions are recognized. Our employees are our most important asset as they bring a wide diversity of thought and ideas to the organization. Ensuring our employees feel connected, supported and that they can bring their whole self to work is critical to our success.

As part of Samsung's Vision 2020 to "Inspire the World, Create the Future", our vision for Diversity and Inclusion is to "Create the future by developing a diverse and inclusive culture that attracts and grows the world's top talent". We will accomplish this through a comprehensive strategy that incorporates Diversity & Inclusion efforts in the Marketplace, in our Workplace and with our Workforce. ERGs are a fundamental component.

What is an ERG?

ERGs are internal communities formed by and comprised of employees who are linked together by shared backgrounds or shared interests within an organization. They come together with a unifying mission; to create a positive workplace culture where employees with different backgrounds and interests are respected, treated equally and are given more opportunities to succeed. Membership is voluntary and open to all employees.

Benefits of ERGs

- Foster a fun, dynamic and positive work environment and inclusive organizational culture
- Provide an opportunity for employees to network, address common concerns and receive support from those who share similar backgrounds, experiences or interests
- Foster communication between employees and leadership, maintain an open forum for ideas and serve as a source of mentoring, educational and professional development
- Increase employee morale and engagement
- Are vital to recruit and retain diverse talent
- Serve as advisors to the Diversity & Inclusion Committee
- Act as liaisons to various diverse markets served by the organization
- Can provide additional opportunities for community involvement and giving back
- Quarterly touch points with D&I Committee member to discuss progress and ideas for future activities