Because we believe that our people drive our company’s success, McKesson takes its commitment to the principles of equal opportunity, pay equity, inclusion and diversity very seriously. Our Board of Directors, the Inclusion, Diversity & Culture Team, and our management team have a long track-record of advancing these important principles throughout the organization. McKesson’s culture is grounded in our ICARE values (integrity, customer-first, accountability, respect and excellence). ICARE helps create an inclusive culture through the expectation that all employees will treat each other with respect and appreciate the diversity of identities, thoughts, backgrounds and styles. Our ILEAD principles (inspire, leverage, execute, advance and develop) articulate our leadership behaviors across all parts of our business. These behaviors, combined with our ICARE values, promote a culture in which all employees feel supported and valued. To that end, our Board of Directors routinely receives reports from management on McKesson’s inclusion and diversity efforts, and the following practices and policies are in place to help McKesson further achieve our culture of inclusion.

McKesson’s core values – our ICARE shared principles – provide us with a foundation for fostering an inclusive workplace, while ILEAD, our leadership framework, provides for the development of diverse and inclusive teams.

McKesson’s Diversity Council, an executive-level body, is responsible for ensuring that the enterprise’s Inclusion, Diversity & Culture strategy is understood and embraced at all levels of our company.

Senior leaders are expected to be proactive in recruiting and retaining diverse teams and, to make that real, McKesson has tied diversity goals to the compensation of our leaders.

McKesson employees lead eight national employee resource groups, which offer employees opportunities to build awareness, grow personally and professionally, and give back to their communities. These groups have also been a tremendous resource in solving business dilemmas and furthering our commitment to an inclusive workplace.

McKesson is committed to providing equal opportunity for all applicants and employees. Our Equal Employment Opportunity Policy prohibits employment decisions, including compensation decisions, based on protected characteristics such as gender or race.

To provide compensation that is focused on attracting and retaining talent with the skills and experience necessary for a specific role, McKesson’s compensation program is built on a set of quantifiable factors defined by our guiding principles:

- Internal Equity
- Market Competitiveness
- Pay for Performance

McKesson has a robust internal process to analyze compensation practices. Throughout the year, management and human resources regularly evaluate compensation for a variety of factors, including pay consistency and internal equity for similar roles.

McKesson’s annual employee opinion survey contains pay-related questions enabling employees to share feedback about compensation.

Employees can raise concerns regarding compensation practices with Employee Relations, Human Resources, or their manager, and can call McKesson’s ethics line, the Integrity Line.

All such concerns, including allegations of pay discrimination, are investigated by trained professionals.

If disparities are identified at any point that are not explainable by individual differences such as experience level, credentials or location, McKesson reviews the data and develops a plan to correct any issues.

As a result, McKesson is confident that its compensation practices will address and eliminate any unexplained pay inequities that are identified, including with respect to gender and race.