

## **VIBRANTZ DIVERSITY, INCLUSION AND BELONGING (DI&B) COMMITMENT STATEMENT**

Diversity and inclusion are fundamental values at Vibrantz, as these are key to fostering a sense of belonging.

It is our responsibility to create a safe work environment that positively impacts our employees as individuals, our reputation as a trusted employer and supplier, and the communities where we operate.

People are one of our six core values. They drive our commitment to create a diverse and brilliant mix of individuals whose presence enhances our culture and business results, and who feel respected, valued and included.

We are committed to being a workplace culture that values and promotes DI&B, equal employment opportunities, and a work environment free of harassment and hostility, including:

- Applying principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds
- Attracting, retaining, supporting, developing and advancing underrepresented and diverse employees, including women, people of color, LGBTQ individuals and any other underrepresented employees
- Promoting respectfulness, cultural awareness and inclusivity by:
  - Fostering a collaborative work environment where all employees participate and contribute
  - Empowering and providing a safe space for employees to express themselves, exchange ideas and feel heard
  - Encouraging employees to be open and curious about others' experiences and perspectives

Vibrantz is committed to developing and implementing programs and initiatives to promote DI&B in all areas of employment. As part of this commitment, we have created a DI&B committee focused on attracting, retaining, supporting and developing underrepresented and diverse employees to enhance the employee experience, including celebrating both our similarities and what makes each of us unique.