



Diversity, Equity and Inclusion Policy Statement

tosca[®]

Our team members are the most valuable asset we have, and we strive every day to provide a respectful and inclusive work environment for all team members.

We are committed to fostering, maintaining, and advancing a culture of diversity, inclusion, and mutual respect. To this end, we welcome and appreciate all backgrounds and characteristics that make our team members unique.

Our diversity initiatives are applicable to all terms and conditions of employment, including recruitment, hiring, compensation, promotion, transfer, training and development, benefits, leaves of absence, and termination and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- **RESPECT.** Respectful communication, teamwork, and cooperation among all team members, including third parties such as customers, contractors and service providers;
- **TEAMWORK.** Teamwork and participation of team members across relevant teams with diverse backgrounds, characteristics, and perspectives;
- **COLLABORATION.** A safe and collaborative environment where team members are encouraged to bring concerns, ideas, and recommendations to management;
- **MERITOCRACY.** A merit-based culture that recognizes contributions and abilities and provides constructive feedback in areas of performance and professional development.

Every team member is informed through policy, communications and training that they have a responsibility to treat others with respect and dignity at all times. Discrimination or harassment is not tolerated and neither is retaliation for reporting any violation of this Policy. Reporting can be done either directly or through our independently operated Tosca Ethics Hotline or to any member of management or by contacting HR Services.

Eric Frank | President and CEO