



Diversity, Equity, and Inclusion

The Franklin Johnston Group is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. As such, this DEI Policy applies to all employees across the organization. It is our collective responsibility to understand what DEI means, how The Franklin Johnston Group views DEI, and how each of us can and must incorporate the vision of DEI into how we treat each other, as well as our customers, vendors, suppliers, and job applicants.

Policy

What Does DEI Mean?

Quite simply, DEI means Belonging.

Diversity recognizes that every individual has their own unique perspective on self and the world they live in. Equity is the measure of fairness that permits everyone to have a seat at the table and the opportunity to meet their own potential. Inclusion is the outward action that we all must take to ensure that all of our employees are heard, respected, and valued.

What Is Our DEI Vision?

Our culture of belonging starts from the recognition that our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

The Company's DEI initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

In short, our DEI vision is to make DEI part of the fabric of our company, across all locations, and reflected in all of our actions.

What Is Our Collective DEI Responsibility?

Our mission is to create a culture where all of our employees understand and invest in the concept that we are all valued and we all belong. All employees of The Franklin Johnston Group have a responsibility to treat others with dignity and respect at all times.

In accordance with this policy, all employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, up to and including termination. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

What Are Our Leaders' Added Responsibilities? Leaders in this organization are expected to integrate our DEI Vision into all employment actions. Leaders are accountable as part of their job responsibilities to ensure that The Franklin Johnston Group is free of discrimination and harassment, cultivates equal employment opportunities, fosters a respectful and inclusive environment, recognizes and mitigates unconscious biases, and supports and enforces our EEO and Anti-Harassment policies. Leaders will be evaluated based on their performance to support and follow this Policy?

What Comes Next? We recognize that DEI is not a static concept. As such, we may modify, suspend, amend, or terminate this policy at any time and in accordance with applicable law. This policy does not create any contractual rights or obligations.

If you have any questions about this DEI Policy, or your responsibilities under it, please contact Human Resources.

Last Updated 06/20/2023