



Palermo's Commitment to Diversity & Inclusion

Diversity is understanding, accepting and valuing differences between people – including those of different races, ethnicities, genders, ages, religions, disabilities and sexual orientations with differences in education, personalities, skill sets, experiences and knowledge bases.

Inclusion is a collaborative, supportive and respectful environment that increases the participation and contribution of all people. True inclusion removes all barriers, discrimination and intolerance with the goal of everyone feeling included and supported.

At Palermo's, we are passionate about making a positive impact on our team members, our customers and the communities in which we do business. We are fully committed to providing a workplace that is diverse and inclusive, fair and equitable, and where all team members are respected, valued and have equal opportunities.

Diversity & Inclusion is vital to our success. To achieve our goals, we need the contributions of people from a wide range of backgrounds, with diverse experiences and ideas. This means:

- Creating a positive and supportive work environment for all team members.
- Recognizing and valuing individual differences.
- Supporting the participation and opinions of all team members.
- Building on the diversity of our workforce to improve employee engagement.
- Responding to changing work patterns (e.g., by providing flexible work where appropriate).

We are an equal opportunity employer. We are committed to treating all team members and applicants for employment with respect and dignity. We prohibit discrimination. We recruit, train, develop, promote and provide conditions of employment without regard to race, color, creed, religion, national origin, gender, gender identity or expression, sexual orientation, marital status, age, disability, or any other characteristic protected by law. We are committed to an ongoing review of our policies and practices in the areas of recruitment, talent development, promotion and reward to ensure we provide fair and equitable opportunities.

We meet our Diversity & Inclusion goals through a number of actions, including:

- Selecting candidates for employment, promotion, training and any other benefit on the basis of their ability.
- Monitoring diversity data (including diversity data and pay data).

- Training (e.g., inclusive leadership development program for senior leaders and managers; unconscious bias training).
- Sponsorship and mentoring.
- Encouraging Diversity & Inclusion teams.
- Regularly reviewing our employment practices and procedures.
- Maintaining good governance for, and communication on, inclusion.

Moreover, the Diversity & Inclusion practices of our suppliers are important to us. Therefore, our Supplier Code of Conduct includes a non-discrimination clause.

Palermo's Diversity & Inclusion Commitment is a reflection of the guiding principles found in The Palermo Way. In particular, our Core Value of Respect and our Talent and Culture strategies signify the importance we place on Diversity & Inclusion in our workplace.