

## **Diversity, Equity and Inclusion Policy**

Spectrum Plastics Group is committed to a culture of diversity, equity and inclusion. As stated in Our Promise, we strive “to be a professional home where we are secure, engaged, proud of our Team, and can grow our skills and careers in a challenging and creative environment.”

Our teammates are our most valuable asset. The experience, knowledge, innovation, self-expression, capabilities, and talent that our teammates invest in their work represents a significant part of who we are as a company.

By seizing the diverse points of view that come from 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, we hope to improve our products and services and retain and engage our current teammates while attracting future talent.

Spectrum Plastics Group’s Diversity and Inclusion initiatives, as outlined in our Employee Handbook, Corporate Social Responsibility Policy, Our Mission, Our Values, and Our Promise represent our commitment to fostering, cultivating, and preserving a culture of equality. These include, but are not limited to, 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 and courteous communication between all employees. Disparagement, harassment or negative comments regarding teammates or business contacts are inconsistent with these standards
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All Spectrum Plastics Group teammates have a responsibility to treat others with dignity and respect at all times. Teammates 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.



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, an HR representative, or anonymously through our hotline.