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# Diversity & Inclusion Policy

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Consolidus, LLC

# **I. Corporate Diversity & Inclusion**

## **OVERVIEW**

At Consolidus there is a deep sense of passion and belonging that surpasses any role. We foster an environment that champions the uniqueness of our team, and we understand that the wide range of experiences and perspectives resulting from diversity, contribute to our innovation and business success.

Diversity fosters a more creative, productive, and responsive workforce. This drives our competitive performance and creates value for our shareholders. Our approach to business allows each employee to contribute to the success of the company, while having the opportunity to achieve their full potential as individuals.

At Consolidus, we are building a culture where differences are valued regardless of race, religion, ethnic origin, language, gender, sexual orientation, disability, age, or any other factor of difference. We are dedicated to developing a rich culture, a diverse workforce, and an inclusive environment, in which every employee is respected and treated fairly.

We understand and accept our role and responsibility as a corporate citizen to nurture and create a more accepting and empowered society that values and embraces diversity.

## **COMMITMENT FROM CONSOLIDUS**

All employees, vendors, customers, and partners will be treated fairly and with respect. When Consolidus selects candidates for employment, promotion, or any other benefit, it will be based on their aptitude, ability, efforts, and contributions. We are opposed to any form of illegal and unfair discrimination. Consolidus is committed to:

1. Creating an environment in which the individual differences and contributions of all team members are recognized and valued.
2. Creating a work environment that promotes dignity and respect for every employee.
3. Embracing and retaining a skilled and diverse workforce that best represents the talent available in the communities in which we operate, and our employees reside.
4. Ensuring appropriate selection criteria based on diverse and applicable skills, experience, and perspectives is used when hiring new staff.
5. Providing, to the greatest extent possible, universal access to safe, inclusive, and accessible premises that allow everyone to participate and work to their full potential.

6. Complying with equal opportunity and anti-discrimination legislation.
7. Zero tolerance of any form of intimidation, bullying, victimization, vilification or harassment, and to take disciplinary action against those who violate this policy.
8. Providing training, development, and advancement opportunities for all staff based on merit.
9. Encouraging anyone who feels they have been discriminated against, to express their concerns so that corrective action can be taken.
10. Encouraging employees to treat everyone with dignity and respect.
11. Regularly reviewing employment practices and procedures to ensure fairness is maintained at all times.
12. Setting measurable objectives for gender diversity, which will be monitored and reviewed against effectiveness of this policy and associated procedures.
13. Creating an environment that fosters diversity through supplier/vendor selection.
14. Being a good steward of the community through our interest and efforts in supporting nonprofit organizations that are focused on social change.

Consolidus will inform all employees that a diversity and inclusion policy is in operation, and employees are obligated to comply with its requirements to embrace an inclusive workplace.

Consolidus' diversity and inclusion policy is fully supported by senior leadership and its Board of Directors. This policy will be monitored and reviewed annually to ensure diversity and inclusion are continually promoted in the workplace.

## **EMPLOYEE EXPECTATIONS**

1. All employees of Consolidus have a responsibility to treat others with dignity and respect at all times.
2. All employees are expected to exhibit conduct that reflects an inclusive workplace. This is applicable to work functions on or off the worksite, and at all other company sponsored and participative events.
3. Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

## **LEADERSHIP EXPECTATIONS**

1. The leadership team is responsible for understanding their role in promoting diversity, by communicating and implementing policies and procedures effectively, and working with staff to integrate the values of diversity into employment practices.
2. All leadership is responsible for building a workforce that is provided with opportunities to develop skills and experiences for career advancement, learning, and development.
3. The leadership team will lead and approve policy reviews and revisions, as appropriate.

## **COMPLIANCE, TRAINING, REVIEW & BREACH**

1. All directors, officers, and employees are responsible for complying with Consolidus' diversity policy and for reporting violations or alleged violations, in accordance with this policy.
2. Managers and staff will receive the resources, training, and support necessary to implement this policy.
3. This policy will be reviewed on an ongoing basis, to reflect changing legislation, demographics, and organizational priorities.
4. Any breach of this diversity policy must be reported directly to the leadership team. Anyone who contravenes this diversity policy may be subject to disciplinary action, including dismissal.

## **II. Supplier Diversity & Inclusion**

### **OVERVIEW**

As an industry pace setter in custom branded merchandise, Consolidus recognizes that having a diverse supplier network adds value to our business operations and those of our partners. Our Supplier Diversity Program helps us attract qualified and diverse suppliers to deliver both strategic cost savings and added value. Our outreach efforts focus on attracting and encouraging supplier partnerships with minority-owned, women-owned, veteran-owned, LGBTQ-owned, service disabled veteran-owned, historically underutilized businesses, and small businesses.

## **POLICY**

It shall be the policy of Consolidus that diverse suppliers will have an equal opportunity to be included in our strategic sourcing process. Consolidus actively looks for new suppliers who represent our diverse customers and deliver the same superior service, quality, and value Consolidus is known for.

## **OBJECTIVES**

- Continuing engagement with high caliber, diverse suppliers who provide superior service, value, and quality.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing process.
- Leveraging our supplier diversity results and reporting to meet our partners' supplier diversity requirements.

## **COMMITMENT**

At Consolidus, we are committed to our mission and values and this is demonstrated through our policies and practices. We understand the importance that comes with diversity and inclusion, and we are committed to building a strong Supplier Diversity Program.

For feedback or questions regarding Consolidus' Diversity and Inclusion Policy, please contact:

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