

## Employee Resource Groups

In 2022, we established Global Employee Resource Groups (ERGs) to help further the work of our DEI (Diversity, Equity and Inclusion) Committee. The ERGs were established with the following common goals, to:

- support under-represented groups in our company
- raise awareness around the issues such under-represented groups and individuals face
- provide subject matter expert learning to employees across the company
- further the opportunities that could be present for such under-represented groups.

Each ERG operates on the basis of confidentiality of discussions and shared goals, but each ERG has its own constitution and objectives, created by its members.

Each ERG has one public representative, and other members are kept confidential unless they wish their membership to be shared.

Each ERG meets as a group usually every 4-8 weeks to discuss current issues, areas of concern and any initiatives, and generally to support one another. The ERGs raise awareness through email shares, training sessions and coffee chats, as well as external speaker events where subject-matter experts are invited to speak to our Company.

Currently, we have six ERGs:

- BIPOC ERG
- White Allyship ERG
- Women+ at Work ERG
- LGBTQIA+ ERG
- Veterans ERG
- Neurodiversity ERG

Through our ERGs and DEI Committee, we have shared knowledge and resources on a multiplicity of subjects including: Burnout, Why DEI Matters and what we can do About it, Inclusion, #IAMRemarkable workshops, famous Black Americans and popular global Black-led businesses, successful female leaders and entrepreneurs, how to be an effective ally to the BIPOC community, Asian American Pacific Islander heritage, the menopause, LGBTQIA+ issues in today's world, and Neurodiversity including spotlights on ASD and ADHD.

Our ERGs provide an important support mechanism and resource for our employees.