



Policy on Inclusive Recruiting

Our business thrives when we embody our Values of Integrity, Teamwork, Passion for Winning, Leadership, and Ownership. It's how we work together to create a vibrant company culture that encourages inclusion which drives high-performance and innovation.

Our global presence and the breadth of our industry-leading iconic brand portfolio requires a multi-cultural, multi-generational workforce that reflects the array of consumers we serve. Casting a wide net to ensure access to the best, brightest, and most qualified candidates is an important step toward developing a workforce that embraces our Values. This Policy outlines our commitment to achieving this goal through our recruiting process.

We ensure that our job descriptions, are representative of the requirements and desired qualifications of the job to enable business performance as the primary consideration. We also work to diversify recruitment by advertising applicable roles through various channels and providing resources for hiring managers and recruiters on interviewing and candidate evaluation to help eliminate bias in the selection process.

Our Board of Directors seeks to identify as candidates for director a highly qualified group of persons from various backgrounds and with a variety of life experiences, a reputation for integrity, and good business judgment and experience in highly responsible positions in professions or industries relevant to the conduct of the Company's business. Therefore, we apply these principles, as applicable, when there is an opportunity to fill a vacancy on our Board of Directors.

We take this exercise seriously and see it as a business imperative. We continuously look to identify other areas on which to focus to ensure that all employees have the opportunity for growth in our company. We recognize that respecting all voices, ideas, and people results in a dynamic company culture, increased innovation, and greater employee engagement. To attract, engage, and retain employees who are relentlessly focused on anticipating and meeting the needs and wants of our consumers, we guard against discrimination and unfair talent practices and make all employment decisions based on merit.