

Diversity, Equity and Inclusion Policy

Freed Associates is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Freed has long recognized that our employees are the core of who we are and they enable Freed to provide outstanding services to our clients. We are committed to supporting and honoring the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our employees invest in their work. Our culture, reputation, and achievement are a result of our diverse workforce.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, 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. This is additionally represented in Freed's United Against Hate resolution.

Freed's commitment to diversity is applicable to, and not limited to, our practices and policies on recruitment and selection, compensation and benefits, professional development and training, layoffs and terminations. We will continue to develop a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and collaboration between all employees.
- Teamwork and employee participation, permitting the representation of all employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Freed have a responsibility to always treat others with dignity and respect.

Employees 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.

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 this policy should contact Human Resources.