

## DIVERSITY AND INCLUSION POLICY STATEMENT

Karndean Designflooring is committed to creating, fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We are proud to be an equal opportunity employer and we stay true to our mission by ensuring that our workplace can be anyone's place.

Our employees are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievements as well.

We embrace and encourage our employees' 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. This means we continually encourage the diverse community different individuals cultivate.

Karndean's diversity initiatives are applicable – but not limited-to our 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 communication and cooperation between all employees;
- A workplace that is free from discrimination, harassment and bullying;
- A workplace culture that is inclusive and embraces individual differences;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs

At Karndean, each of us contributes to inclusion – we all have a role to play. Our culture is the result of our behaviors, our personal commitment, our curiosity, our collaboration, and the ways that we share our perspectives and encourage others to do the same. By giving everyone an equal opportunity to make their voice heard and by listening to all we can better understand each other.

All employees of Karndean have a responsibility to treat others with dignity and respect at all times. All 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 employees 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 immediate assistance from a supervisor or human resources.