



DIVERSITY AND INCLUSION STATEMENT OCTOBER 2021

Russet House and its affiliates around the world are committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

We accept and encourage 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, status, veteran status and other characteristics that make our employees unique.

Russet House considers diversity to be an asset for its business. Diversity fuels greater creativity and innovation, thereby improving organizational efficiency. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique abilities and talent that our employees invest in their work is an important part of our culture and reputation and promotes the success and growth of the company.

A diverse workforce allows us to better understand the needs and priorities of our customers and suppliers - business partners who themselves operate in all regions of the world and who seek to promote diversity within their own organizations. . As Russet House itself promotes and achieves greater diversity, we believe that we will be better aligned with the needs and goals of our customers and suppliers.

Likewise, as Russet House seeks to grow, a diverse workforce will help us identify, close and integrate key strategic acquisitions of targeted companies in various regions and markets around the world. We seek to seamlessly blend the organizations we acquire into our culture and operations and believe that a diverse and understanding workforce will help facilitate this goal.

Diversity creates a more attractive and open culture at Russet House for our current employees and those we recruit for the future. We seek to attract the best and diverse talent as well as to engage and retain our existing talent by enabling employees to develop professionally and personally in a welcoming and supportive community.

Our commitment to diversity extends to all areas of our business, including recruitment and selection, talent development, skills enhancement, mentoring, promotions, transfers, social and recreational programs, employee retention, succession planning, training and development, policies and procedures and the development of a progressive work environment based on the premise of gender equity and diversity.

Diversity and inclusion is a business journey that Russet House began many years ago; we are looking to expedite this journey. We are deeply invested in this process and count on your support as we strive to make improvements and grow. Fostering a spirit of diversity and inclusion - which welcomes and respects the opinions and contributions of multiple perspectives - is key to our future performance and success.