

## Diversity & Inclusion Policy

**At RTB House, we believe that people matter. All people.**

We believe that all people deserve a great place to work and do business. And we believe every community deserves an equal opportunity for economic prosperity.

Recognizing that many people, groups and communities face barriers to equal employment and economic opportunity, we at RTB House are committed to helping people overcome these barriers.

Our core values of fairness, integrity and partnership demand that we treat all people with dignity and approach our business practices with equity as a guiding light.

RTB House has prospered by building personal connections with associates, clients, community leaders and others so that we reach our mutual goals. Those connections grow in number and depth when we welcome all people, voices and perspectives to the table. Working together, we can further the pursuit of prosperity for all involved.

We therefore fully support a culture of inclusivity that builds a diverse workforce so we can support the many different communities we serve.



### What Diversity Means to Us

RTB House embraces diversity among all its stakeholders: directors, associates, clients, business and community partners, shareholders and more.

We accept and celebrate differences in ethnicity, race, gender, family or marital status, gender identity or expression, physical or mental abilities and disabilities, religion, sexual orientation, age, veteran status or other characteristics that make our world unique.

We apply our diversity policy to practices on hiring, compensation, benefits, professional development, associate advancement and in any area that furthers our vision to be an open and equitable workplace. And we are committed to annually assessing our success in advancing our diversity and inclusion goals, subject to the limits of applicable law.

All associates of RTB House have a responsibility to treat others with dignity and respect at all times. We are called to reflect our values and adhere to the policy at the workplace and at all company-sponsored and participative events.

Any associate found to have exhibited any inappropriate or discriminatory or harassing conduct or behavior against others may be subject to disciplinary action. Associates who believe they have been subjected to any kind of discrimination or harassment that conflicts with the company's diversity policy, other applicable policies and initiatives should seek assistance from a leadership team member or an HR representative.