



ERCO Worldwide LP Equity, Diversity, and Inclusion Policy

Effective Date: April 9, 2021
Last Review Date: October 2, 2023
Next Review Date: October 2, 2025, or sooner if required by law
Approved by: Board of Directors

Purpose and Scope

ERCO Worldwide LP (together with its divisions, partnerships, affiliates and subsidiaries, including any and all internal governance bodies, “ERCO”) has adopted this Policy to continue to drive a culture and a workplace that is free from discrimination and that removes barriers and ensures fair advancement and recruitment of a diverse talent.

This Policy applies to all employees of ERCO.

Policy Statement

ERCO believes that diversity in the workplace at all levels enriches discussions and decision-making, and ultimately improves performance. In furtherance of this purpose, ERCO will be guided by the principles set out in this Policy.

At ERCO, diversity means having a qualified workforce reflective of various cultures, generations, genders, sexual orientation, religions, economic circumstance, and ethnic groups and abilities. At ERCO and its affiliates, diversity includes recruiting, promoting and engaging people of different backgrounds and ways of thinking while providing them with an environment where they can thrive as individuals with each of their distinctive profiles and skills.

Internal and external candidates for key roles will be considered on merit, based on the required balance of skills, education, background, experience and knowledge. In identifying the highest quality candidate, we will take into account diversity considerations and the local community profile where we operate. We will integrate diversity as part of our criteria for search, hiring and promotion.

Fostering a company culture that integrates diversity and inclusion will help ERCO attract and retain qualified people while increasing the accessible talent pool.

Our goal is to continue to drive a culture and a workplace that is free from discrimination and that removes barriers and ensures fair advancement and recruitment of the best and diverse talent needed.

Review of the Policy by Management

Management will review and recommend to the Vice President, Human Resources of ERCO revisions to this Policy from time to time. Any changes to this Policy must be approved by the



Board.

Monitoring and Reporting

The Board may make revisions to this Policy from time to time. Any changes to this Policy must be approved by the Board.