



## **Diversity, Inclusion, and Belonging**

Xceptional is committed to fostering, cultivating and preserving a culture of diversity, inclusion and belonging.

Our rich and vibrant team of individuals is our most valuable asset. Our inventory is their time, thought process, and outputs. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our team members invest in their work represents a significant part of not only our culture, but our reputation and achievements as well.

We embrace and encourage our team members' differences in age, color, ability, 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 team members unique.

Xceptional's philosophy is 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 and productive communication and cooperation between all employees.
- Teamwork and employee participation, fostering the representation of all groups and 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.

Team members, Clients, and Partners of Xceptional have an obligation to treat others with dignity and respect in all “workplace” interactions. We 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.

Team members who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.