

## **POLICY STATEMENT ON DIVERSITY AND INCLUSION**

WPG Americas policy is to ensure that diversity and inclusiveness are fundamental components of our day-to-day work and management.

Diversity and inclusion are the anchors of high organizational performance. All individuals are welcome at WPG Americas, and all individuals, regardless of race, color, age, national origin, sex (including transgender status, gender identity, and pregnancy), religion, disability, orientation, marital status, political affiliation, status as a parent, or those who have engaged in prior Equal Employment Opportunity activities, will be treated with dignity and respect.



By cultivating an atmosphere of respect and inclusion, we can continue to appreciate and welcome the various strengths and differences in the ideas, styles and contributions of each person. Diversity also complements our other organizational values of leadership, empowerment and teamwork.

We all share the responsibility to ensure diversity and inclusion throughout WPG Americas. We encourage all employees to truly embrace these principles in all that we do to make WPG Americas the best place to work based on principles of diversity and inclusion.