

# Circuit Media's Commitment to Diversity, Equity, Inclusion, Belonging and Accessibility

Circuit Media believes that diversity, equity, inclusion, belonging and accessibility are essential to our success as a company. We are committed to fostering, cultivating and preserving a culture of diversity, acceptance and respect – understanding that each individual is unique.

## **DIVERSITY**

We believe in embracing our employees' differences in race, ethnicity, gender, LGBTQIA2+ identity, socioeconomic status, age, veteran status, disability, religious or political beliefs and ideology. We encourage diversity by implementing a range of practices that foster an inclusive environment.

## **EQUITY**

We believe equity is a practice/approach of proactively addressing systemic barriers and biases to ensure that every employee has an equal chance to thrive and succeed based on their contributions, inclusive of all social identities.

## **INCLUSION**

We believe inclusion creates a culture where all individuals feel valued, respected, and supported by actively embracing and leveraging employees' diverse backgrounds, perspectives, and experiences to foster a sense of belonging and collaboration.

## **BELONGING**

We believe belonging creates an environment where employees feel they can bring their authentic selves to work, contribute meaningfully, and thrive. A workplace that fosters a strong sense of belonging promotes psychological safety, trust, and teamwork, leading to increased engagement, innovation, and overall well-being for all employees.

## **ACCESSIBILITY**

We believe accessibility means designing systems, environments, products, and services so that everyone, including people with disabilities, can understand, interact with, and use them without barriers.



## Our Goal

Circuit Media's diversity initiatives are applicable - but not limited - to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; layoffs; terminations; and ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:



- Respectful communication and cooperation between all employees.



- Teamwork and employee participation, permitting 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. Our social programs promote equity and advocacy for historically underrepresented and underserved groups.



- We are committed to a Triple Bottom Line (TBL) philosophy as the framework for our operations. That places our environment and our communities in equal importance as profit. This philosophy is a fundamental driver of how we promote DEI. Learn more about TBL and our corporate sustainability models here.

All employees of Circuit Media have a responsibility to treat others with dignity and respect at all times. All employees are expected to 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. If an employee experiences any discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative. A formal policy is available where employees can report bias and discrimination. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.