

<b>Tredegear Corporation Policies</b> <b>Human Resources Policies</b>		<b>Number:</b> HR.07.00.1201
		<b>Revision No.:</b> 1
<b>Title:</b> <b><i>Diversity/Inclusiveness Policy and Procedures</i></b>		<b>Owner:</b> Executive Director, Corporate Human Resources
<b>Effective Date:</b> March 18, 2021	<b>Supersedes Date:</b> September 16, 2012	<b>Approved By:</b> Executive Director, Corporate Human Resources

Applies to: Tredegear Corporation (“Tredegear” or the “Company”), which includes all legal entities for which the management of the Company has responsibility.

Abstract: The purpose of this policy is to value diversity by including awareness, education and positive recognition of differences among people in the workforce.

Awareness of the value of diversity will be developed by Human Resources within Tredegear Corporation and each business unit and corporate group, to ensure that the Company is a diverse and inclusive work environment at all levels of the Company, including the Board of Directors, senior leadership, managers, and all other employees.

Diversity inclusiveness is not intended to show a preference for a particular group or to increase representation of any classification of employees.

The objective of diversity inclusiveness is to value diversity by including awareness, education, and positive recognition of differences among people in the workforce. The focus of diversity inclusiveness procedures will be to recognize the uniqueness in everyone, valuing the contributions each can make to the businesses and creating an inclusive work environment where awareness of, and respect for, those of different cultures is promoted. It is the quality of the work experience of employees with different backgrounds rather than the inclusion rate of a particular classification of employees that is the foundation for demonstrating a commitment to treating everyone with fairness and respect. Valuing diversity inclusiveness will be a strategic approach to business that contributes to organizational goals such as profits and productivity.

Tredegear Corporation will make every effort to establish a work environment that reflects the growing diversity of the community where it is located and the global market place where employees with different backgrounds, experiences and perspectives strengthen the business and produce a work environment based on customer focus, innovation and growth.

Acquiring new talent and retaining experienced employees:

- Emphasize competence-based credentials;

- Encourage cross-cultural and cross-business unit movement/exchange;
- Encourage use of interns from diverse groups;
- Establish recruiting from schools with diverse students;
- Train management in the business value of diversity and cross-cultural awareness;
- Partner with diverse groups;
- Use diverse interview panel;
- Use a diverse applicant pool;
- Review the demographics of our organization;
- Focus on retention;
- Develop internal candidates; and
- Create a diverse friendly reputation.