



DuBose Strapping, Inc. Diversity, Equity, and Inclusion Policy

Introduction

As a medium-sized, family-owned manufacturing company based in Clinton, North Carolina, we value the diversity of our region. Discrimination, harassment, biases, or bullying will not be tolerated. Regardless of socio-economic status, age, religion, race, sexual orientation, nationality, gender, disability, or marital status, DuBose Strapping celebrates the richness of our community. These principles guide us and will ensure that they will be reflected in DuBose Strapping's vision, mission, strategic planning, programming, and governance.

Policy Statement

DuBose Strapping is committed to creating a diverse, inclusive, and equitable environment where all staff, partners, vendors, and customers are treated with respect and dignity.

Purpose of Policy

At DuBose Strapping, we recognize the value a diverse and inclusive workplace brings to our organization. This policy fosters an environment where all individuals feel respected, valued, and included regardless of their background.

Policy Scope

Our commitment to DEI extends to our internal and external stakeholders, including our staff, vendors, contractors, customers, and the surrounding community. We are all responsible for upholding the principles of this policy.

Policy Definitions

For this statement, the following terms are defined below:

Diversity

This refers to race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability, and socio-economic status.

Equity

This refers to ensuring that all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

Inclusion

This refers to valuing, respecting, and encouraging each individual's full participation in DuBose Strapping's life and leadership.

Principles

Equal Opportunity

DuBose Strapping, Inc. is committed to providing all employees and applicants equal employment opportunities. Employment decisions will be based on merit, qualifications, and abilities.

Diversity, equity, and inclusion initiatives that are applicable include:

- Recruitment
- Benefits and Compensation
- Training and professional development
- Promotions and transfers
- Recreational and social programs
- Terminations and layoffs

We provide a workplace that enforces:

- Respectful communication and cooperation between all employees.
- Employee participation ensures representation of all groups and perspectives.
- Employee contributions to our communities: we promote a greater understanding and respect for diversity.

Inclusive Culture

We strive to create a workplace culture that embraces diversity and promotes inclusion. We aim to provide an environment where individuals feel empowered to contribute their unique perspectives and talents.

Non-Discrimination

Discrimination based on skin color, race, religious beliefs, gender, sexual orientation, gender identity, national origin, age, disability, or other protected status is prohibited. All employees will be treated with dignity and respect.

Accessibility

We are dedicated to providing a workplace that is accessible to all individuals, including those with disabilities. Reasonable accommodations are made to ensure that everyone can perform their job duties.

Training and Education

We will provide employees with training and educational opportunities to enhance their understanding of diversity, equity, and inclusion. This includes awareness programs, workshops, and resources to promote a more inclusive workplace.

Policy Review and Updates

This policy will be periodically reviewed and revised to ensure its effectiveness and relevance. Employee feedback will be considered in continuously improving our diversity, equity, and inclusion initiatives. We can unlock our organization's full potential by embracing diversity and fostering inclusion at DuBose Strapping.