

Salute policy on Diversity, Equity and Inclusion (DEI)

Objective

At Salute, we aim to create an inclusive, equitable, culturally competent, supportive, and safe environment where our employees model behavior that enriches our workplace. To further an inclusive culture and foster DEI principles, Salute is committed to:

- Ensuring an inclusive working environment free of discrimination at all stages of the employee lifecycle
- Developing plans to promote DEI principles and cultural competencies among employees across Salute. Advancing our vision through opportunities for engaging conversations, developing understanding and appreciation of diversity, equity, and inclusion
- Striving to build and support a community whose members have diverse cultures, backgrounds, and life experiences
- Ensuring our leaders build a culture that is rich in diversity, fosters equity, and embodies inclusivity
- Reviewing measurable objectives and monitoring progress on an annual basis to ensure equity within policies and practices across the organization

Scope & applicability

This policy applies to all employees of Salute. With our vendors, suppliers, contractors, and partners, we also create an environment of respect and dignity through our interactions.

Our commitment to diversity, equity, and inclusion aligns with our values and is reflected in our code of business conduct, the way we work, our policies (including the EEO Policy, Corporate Social Responsibility Policy), ERG, Mentorship, Progressive Hiring practices, and our wider training and development strategy.

Statement of intent

Salute is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our human capital is our most valuable asset, helping us differentiate ourselves in an increasingly complex and highly competitive world. We believe that the collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of our culture and values.

We celebrate our employees' differences across multiple identity groups, both visible and invisible, that make our employees unique. We strive to create a culture that allows each individual to access opportunities and realize their potential.

At Salute, we meaningfully embrace and encourage different perspectives and believe we are made stronger by our unique intersectional combination of gender, sexual orientation, gender identity or expression, physical or mental ability, varied backgrounds, cognitive skill, culture, age, race, and ethnicity. Our culture of inclusion and focus on health and well-being ensure that everyone, regardless of background, feels included and can perform at their best. Collaborating with others who have different points of view creates a greater mix of ideas and spurs innovation, which is central to our reputation and organizational achievement.

We are committed to creating workplaces that are safe and inclusive, where employees feel empowered to contribute, speak up, and bring their best to work every day. Our leaders embrace this culture by fostering an environment where multiple voices are heard, and decisions reflect the collective talents of our people.

Our mission is not just to provide equal opportunities to all but also to create equitable processes and an environment at Salute that enables a culture of inclusion.

Our DEI strategy

We believe our core values and mission are strengthened when all members have a voice and are encouraged to contribute in a supportive space. Therefore, we take collective responsibility to create an environment where everyone feels included, respected, and comfortable bringing their whole selves to work. It is the collective responsibility of Salute's leadership, management, and staff to ensure Salute operates with good intent and practice.

Definitions

- **Diversity:** The differences and uniqueness of identities, thoughts, and actions among us, based on what we experience in access to opportunities and resources.
- **Equity:** Ensuring everyone has access to the same opportunities and resources so that there is an equal opportunity to thrive, regardless of where we started.
- **Inclusion:** Fostering respect and a team spirit in the workplace and embracing and amplifying multiple perspectives, voices, and the essence of Salute.

DEI framework

The four pillars of our DEI framework - LEAD:

- Lead inclusively
- Elevate equity
- Activate diversity
- Deliver respect

DEI governance structure

Our Environmental Sustainability & Governance Council (The Council) is responsible for driving and promoting the DEI plan and initiatives, thus creating an ecosystem where everyone can stand up for who they are, employ their strengths to rise high, and contribute to the success of their teams by bringing their unique skills and perspectives to the fore.

The Council will be responsible for an annual review and revision—not only of progress but also of initiatives and corresponding ambitions. Towards that, the Council will track a series of metrics, both quantitative and qualitative, to measure progress.

The Council comprises senior leaders who engage as DEI Ambassadors both internally and externally. The Council will have a Council Chair and a lead and will report to the ESG Steering Committee. The ESG Steering Committee will provide guidance, mentorship, and oversight to the Council.

The Council will appoint a DEI team to institute accountability for the programs, initiatives, and metrics and drive the agenda for Salute.