

Chalfonte Foundation

Diversity, Inclusion, and Nondiscrimination Policy

The Chalfonte Foundation (the “Corporation”) is committed to a diverse workforce and fair employment practices. The Corporation believes that a diverse workforce helps the company realize its full potential. Recognizing and developing the talents of each individual bring new ideas to the Corporation. The company benefits from the creativity and innovation that results when people who have different experiences, perspectives, and cultures work together. We believe a well-managed, diverse workforce expands the Corporation's base of knowledge, skills, and cross-cultural understanding, which in turn enables us to understand, relate, and respond to our diverse and changing community and membership base. Our overall commitment is reflected in our diversity and inclusion philosophy.

Corporation’s Diversity and Inclusion Philosophy

- A diverse, high-achieving community workforce is a sustainable way to achieve positive social change in the Corporation. It is essential to our future success and growth.
- An inclusive, flexible community work environment that values differences motivates everyone to contribute their best to everything we do.
- To better serve our members, we must attract, develop, promote, and retain a diverse member based workforce.
- Trust, mutual respect, and dignity are fundamental beliefs that are reflected in our behavior and actions.
- Accountability for diversity and inclusion goals drives our success and builds integrity and trust.

Compliance, Equal Opportunity, and Affirmative Action

The Corporation's policies and supporting practices are built upon our Diversity and Inclusion Philosophy as well as a set of values that include a strong belief that all people should be treated with dignity and respect. In accordance with this, the Corporation does not discriminate against any employee or member applicant for employment or membership because of race, color, religion, sex, national origin, age, disability, or veteran's status. It is also company policy to comply with all applicable national, state, and local laws pertaining to nondiscrimination and equal opportunity. In furtherance of these commitments, it has been and will continue to be a fundamental policy of the company to annually update and take action-oriented steps to undertake regular evaluation and audits of our efforts and progress in this regard.

It is the responsibility of each and every member employee of the Corporation to give our policy of equal employment and membership opportunity real meaning and full support.

Equal Employment Opportunity

The only thing we require for member employment, compensation, advancement, and benefits is excellence. It is the policy of the Corporation to recruit, employ, promote, and take other personnel actions with respect to all member employees and job classifications without regard to

age, sex, race, creed, national origin, religious persuasion, marital status, sexual orientation, or political belief and to take affirmative action to ensure equal member based employment opportunities for handicapped workers as well as for disabled persons and all veterans. Further, no one will be denied opportunities or benefits because of the existence of a physical or mental impairment or disability as defined by the Americans with Disabilities Act, so long as, with the provision of reasonable accommodations, such impairment or disability does not substantially limit that person's performance of one or more essential job functions.

The Corporation's procedure for responding to individual discrimination complaints is guided by the regulations of the Equal Employment Opportunity Commission. These procedures are posted in areas throughout the facilities of the Corporation. Any employee or member or applicant for employment or membership who believes that unlawful discrimination has occurred either to themselves or to some other member of the Corporation must consult with the Director of Human Resources or the Director's designee or the Chair of the Ethics and Corporate Responsibility Committee within a reasonable period of time following the alleged discriminatory action. The Ethics and Corporate Responsibility Committee will then conduct a thorough investigation. No employee or member of the Corporation will be the subject of any retaliation for filing a complaint of discrimination or harassment or for participating in any investigation into such a complaint.

ADOPTION OF DIVERSITY, INCLUSION, AND NONDISCRIMINATION POLICY

I do hereby certify on this 7th day of September, 2019 that the above stated Diversity, Inclusion, and Nondiscrimination Policy for Chalfonte Foundation was approved and adopted by the board of directors on September 7, 2019 and constitutes a complete copy of the Diversity, Inclusion, and Nondiscrimination Policy of the Corporation.

By: _____/S/_____
Name: Matthew Jastrzembski
Its: Secretary