



Diversity, Equity, & Inclusion Policy Statement

Innovating a Sustainable Future Together

At Michelman, our purpose is Innovating a Sustainable Future. An inclusive culture across race, religion, political affiliation, gender identity or expression, sexual orientation, and areas of expertise increases the diversity of thought and experience needed to catalyze innovation.

- We commit to actions that appropriately and deliberately include all associates and welcome those traits, talents, and experiences that make each of us different.
- We celebrate authenticity and encourage our associates to share what makes them unique.
- We strive to have our stakeholders see themselves in us, and reflect the communities in which we live, work, and build our business.

Most importantly, we promise to balance our associates' needs with those of the organization to innovate collectively and build a sustainable and equitable future together.

We will report our progress on these goals to our Board of Directors and our associate population annually.

Richard I. Michelman
President & CEO

Implemented: October 6, 2021
Revised: October 20, 2022