



Diversity, Equity and Inclusion Drive Our Culture

Diversity, equity, and inclusion for all is at the root of our culture at VRG Components. We are a minority and woman owned business. We have made a commitment to value the uniqueness in each employee and equality for all. Our diversity allows us to provide a better experience and connectedness with our customers that we serve worldwide. We strive to create a workplace where employees feel empowered to share their ideas. We respect the creativity they bring. Fostering passion, determination, and a collaborative spirit are part of our core values and have enabled us to be voted one of the top best workplaces in America by INC. magazine.

Diversity, Equity and Inclusion Policy

VRG Components Inc. is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the 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 not only our culture, but our reputation, and the company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, pregnancy, and other characteristics that make our employees unique.

VRG Components Inc. diversity initiatives are applicable but not limited to our practices and policies on recruitment and selection, benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

We promote equity in the workplace:

- We believe in skills-based hiring. Not everyone has access to higher education, and this shouldn't bar them from opportunities for work if they have the skills necessary to do the job. VRG Components has an education assistance program in place, to provide employees without a degree with the tools and support they need to earn one.



- Provide equality, fairness, and respect for all in our employment, whether temporary, part-time or full-time.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

All employees of VRG Components Inc. have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.