



POLICY DOCUMENT

Diversity, Equity, and Inclusion (DEI)

Human Resources

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Version	V1
Effective Date	1/23/2024
Approver	Erica Smith

Purpose

At Amplity, we want everyone to feel comfortable so that they may thrive in the workplace. We passionately champion a culture of belonging, with transparent Company practices that drive diversity, equity, and inclusion. We can only achieve this by providing a workplace culture characterized by inclusive everyday behaviors and built on a foundation of respect and appreciation for diversity in all its forms.

Our commitment to inclusion is core to who we are. We welcome people with diverse backgrounds and perspectives who ignite curiosity and challenge the status quo. As a provider of services across six continents, our team is as diverse as the Clients we serve and the countries in which we work.

We believe in hiring and retaining a diverse workforce that strengthens our skills and pool of knowledge. As an equal opportunity employer, we welcome everyone to our team. We seek qualified, reliable, and productive employees without regard to race, color, religion, genetic information, gender, gender identity, age, national origin, veteran's status, mental or physical disability, or any other category protected by law. We promise to maintain a safe working environment where all team members can thrive.

Amplity recognizes and celebrates the differences that each colleague brings to the Organization, and we view these differences as contributing factors to the Company's success. We commit to providing an inclusive, fair, and respectful environment where everyone feels a sense of belonging and can be their true, authentic, and best self, and where we celebrate the individual differences and unique perspectives of each person. Amplity stands against systemic bias, racism, and unequal treatment. We take our responsibility seriously to listen to our peers, learn from our differences, embrace our diversity, and promote change on an industry-wide level. We believe all colleagues should be treated with fairness and respect and we are committed to providing a workplace free from discrimination and harassment. We do not tolerate conduct that creates or fosters an offensive or hostile work environment.

Amplity's Inclusion, Diversity, and Equity Alliance, The IDEA helps our organization embrace diverse business practices, creates a sense of community through colleague resource groups, reminds our leaders to sponsor and embrace diversity, equity, and inclusion, and encourages cultural competence and awareness through Company-wide resources for learning.

Our diversity and inclusion statement is a long-term commitment focused on ensuring that all employees understand the importance of an inclusive culture enabled by inclusive leadership. We are focused on providing everyone with equal opportunities to grow, develop, and succeed in an environment where we always hold each other accountable, and we are dedicated to encouraging and equipping all of our colleagues in creating a diverse, supportive, and empowering Company culture.



Approvals

POLICY APPROVER

Name Erica Smith

Signature

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Title Chief People officer

Date 1/23/2024

Versioning

Version	Effective Date	Change History
V1	1/23/2024	<ul style="list-style-type: none"> Initial Creation