



EQUAL EMPLOYMENT  
OPPORTUNITY AND DE&I POLICY

## **Equal Employment Opportunity Policy**

Patriot is an equal opportunity employer. Patriot is committed to the spirit and letter of all federal, state, and local laws and regulations pertaining to equal opportunity. To this end, Patriot does not discriminate against any individual with regard to race, color, religion, sex, gender identity, sexual orientation, pregnancy, national origin, age, physical or mental disability, genetic information, military or veteran status or other protected status. This Policy extends to all terms, conditions, and privileges of employment, as well as the use of all Patriot facilities.

Consistent with its commitment to equal employment, Patriot will work to accommodate employees with disabilities in keeping with applicable law. If an employee believes they need an accommodation because of a disability or sincerely held religious belief, they should make a request to Human Resources. Patriot will engage in an interactive dialogue with the employee to determine the best course of action.

No form of unlawful discrimination, including unlawful harassment, will be tolerated.

## **Diversity, Equity, and Inclusion Policy**

Patriot Growth Insurance Services, LLC (“Patriot”) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion (“DE&I”) among its employees. 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 our achievement as well. Patriot’s diversity values and commitments are reflected in our business. We embrace and encourage our employees’ diversity, which includes 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, culture, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our employees unique. We recognize that such differences enhance our business strategies and foster a creative, dynamic, and productive workforce.

We believe that equity and inclusion are achieved when our work environment is one in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and are empowered to fully contribute to our success. As one of the Core Values on our *Patriot Path* reflects, we strongly believe that “every voice counts.”

All employees have a responsibility to always treat others with dignity and

respect. All employees are expected to exhibit conduct that reflects inclusion during work and at all other company-sponsored events and helps Patriot live by our DE&I Mission and exude our DE&I Vision every day.

Patriot's DE&I Mission:

To advise, counsel and provide resources to advance and maintain a diverse, equitable and inclusive environment where our employees and agencies can grow, thrive, and be supported.

Patriot's DE&I Vision:

To be a company that embraces diversity, equity, and inclusion in the workplace through collaboration, innovation, and the empowerment of our employees, clients, and the communities we serve.

Patriot's DE&I Initiatives:

- Increasing education and awareness around critical DE&I issues and scenarios for executive leadership, management and employees;
- Recruitment efforts, hiring and onboarding practices and policies;
- Compensation and benefits;
- Professional development and training;
- Promotions;
- Employee and agency recognition programs;
- Social and recreational programs, including supporting those of our clients and in our communities; and
- Ongoing development of a work environment built on the premise of equity that encourages and enforces our commitment to DE&I.

Patriot's Diversity Advisory Council, led by Patriot's Diversity Officer and made up of members from Patriot's Agency Growth Team and individual agencies, shall be responsible for overseeing diversity and inclusion initiatives. Furthermore, we recognize that achieving the goals set forth in this policy are only possible if the company's leadership and employees continue to take meaningful and tangible action. To that end, Patriot's Chief Executive Officer shall be the executive sponsor of the Patriot Advisory Council. Additionally, Patriot's Diversity Advisory Council will conduct annual reviews and evaluations of the Organization's diversity and inclusion efforts and seek to make improvements and develop new initiatives as necessary and appropriate.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this DE&I Policy should and are encouraged to seek assistance from Human Resources, our Diversity Officer, or contact our anonymous Reporting Hotline at (833) 222-1572 or <http://www.lighthouse-services.com/patriotgis>.