

WISHCAMPER DIVERSITY & INCLUSION POLICY.

Our human capital is our most important asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our owners and employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace people of any age, color, physical ability, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and any other characteristics that make our employees unique.

Wishcamper Development Partner's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of diversity, equity and inclusion that encourages and enforces:

- Respectful communication and cooperation;
- Teamwork and participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate varying needs; and
- Owner and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity within those communities.

All owners and employees of Wishcamper Development Partners share a responsibility to treat others with dignity and respect at all times. All owners and 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 events. Owners and employees are also required to attend and complete annual diversity awareness training to enhance their ability to fulfill this responsibility.

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

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