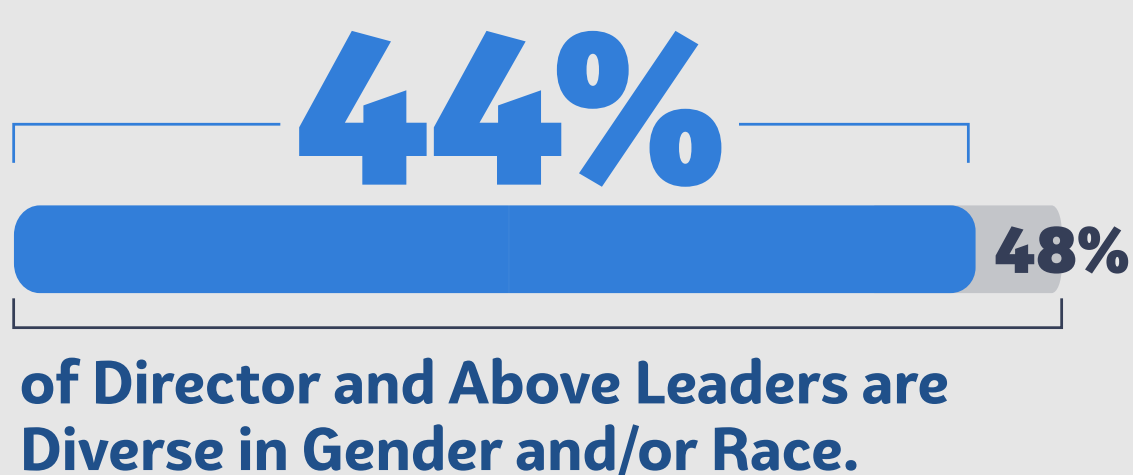
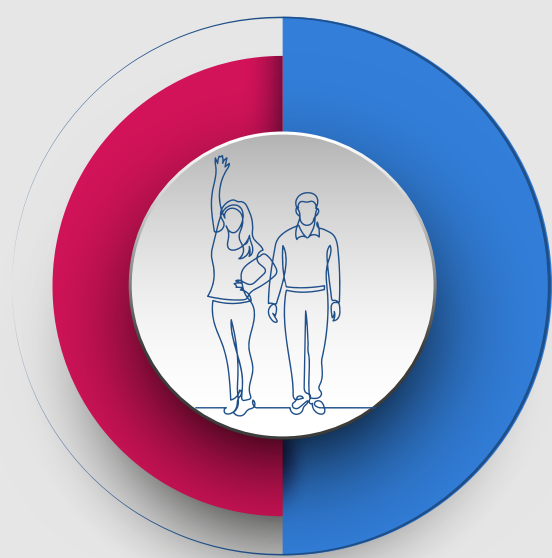


## WORKFORCE

**Achieve 48%**  
Diversity in Gender and Race at Director and Above Levels



Ensure  
**50% DIVERSE**  
Candidate Slates:  
At least **25% Women**  
and at least **25% Racially Diverse**.



Have implemented  
**50% DIVERSE**  
Candidate Slate  
requirement to Senior  
Manager and above roles.

Plans to continue rolling out to remaining salaried positions in 2023 and 2024.



SPONSORSHIP FOR ALL RACIALLY DIVERSE SENIOR MANAGERS

*in progress*

**PROGRAM OUTLINE AND DEVELOPMENT THE SECOND HALF OF 2023.**

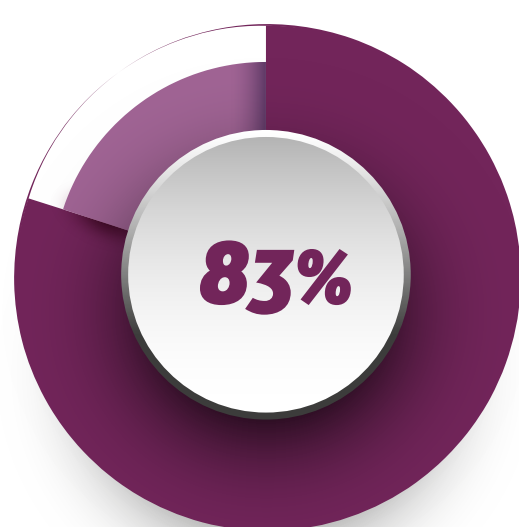
## WORKPLACE

Provide at least **45 hours of Diversity, Equity & Belonging** educational programming annually.

**Over 45 hours** offered in 2022 to salaried associates through live events, monthly celebrations, 2022 Diversity, Equity & Belonging Forum, Culture Shorts, lunch and learns, learning libraries and more.

Plans to engage all frontline and hourly associates in **opportunities by the end of 2024.**

Associates required to complete at least **1.5 hours of Racial Equity Strategy Training (REST)** annually.



of associates who were assigned the REST requirement, completed at least 2 hours of training.

Set an improvement goal for the **Say It! Diversity & Inclusion Dimension** based on 2021 Say It survey results



**Goal for 2024**

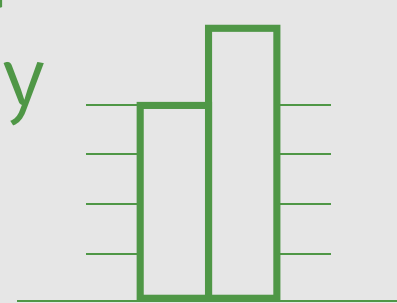
To achieve 85% favorable for Diversity & Inclusion dimension.

## MARKETPLACE

**More than double our annual spend** with diverse suppliers reaching best in class levels and significantly increase our number of diverse suppliers.



Our diverse spend to date is **.2%** away from achieving best in class.



**Invest annually with community partners focused on education, health and economics.**

Continued investment and associate involvement with community partners that promote education, economics and health in underserved communities.

