



DIVERSITY AND INCLUSION POLICY

Intent

The Authentic T-Shirt Company®/SanMar Canada (the Company) is committed to an inclusive workplace that welcomes, respects and values the diversity of its employees and supports them to actively engage in the workplace and achieve their full potential. The Company is equally committed to a diverse workforce that reflects the qualities and differences of the broader population it serves. The Company is committed to creating a workforce that reflects the diversity of our communities, customers and stakeholders.

The Authentic T-Shirt Company®/SanMar Canada believes in an equitable, respectful workplace that is free from discrimination or harassment. The Company's commitment to diversity and inclusivity aligns with our Values, Vision and Mission, and works in conjunction with our Workplace Violence, Harassment and Bullying Policy. The Company will act in compliance with all Local, Provincial and National Human Rights guidelines to maintain a barrier-free workplace for everyone.

In the Diversity and Inclusion Policy, you will find:

- Diversity and Inclusion Definitions
- Commitment and Alignment with the Company's Values, Vision and Mission

Definition of Diversity and Inclusion

Diversity is defined as the variety of unique dimensions, qualities and characteristics we all possess, and the mix that occurs in any group of individuals. These can be along the dimensions of race, ethnicity, gender, gender identity, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Inclusion is defined as creating a culture that embraces, respects, accepts and values. It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected and able to contribute to their fullest potential.

Commitment and Alignment with our Values, Vision and Mission

The Authentic T-Shirt Company®/SanMar Canada encourages and promotes diversity in the workplace. Our Company's success reflects the wide array of perspectives resulting from different backgrounds and abilities. This is the foundation of who we are and will continue supporting the organization's innovative and dynamic culture. The Company's commitment to diversity and inclusivity includes strategies within the organization which include but are not limited to:

- Onboarding individuals whose skills and abilities contribute the most to the success of the organization and who reflect the communities in which we live and work.
- Ensuring diversity at all levels of management.
- Identifying and removing barriers for diverse employees when it comes to advancement and retention.
- Incorporating diversity and inclusion principles in all policies and procedures.
- Providing training and education for all employees to help further support diversity and inclusion's meaning, importance and value.
- Inform all employees of the complaints process as outlined in the Workplace Violence, Harassment and Bullying Policy.
- Invite employees to include gender pronouns in their e-mail signatures to help eliminate the risk of

misgendering. For assistance, please contact your local IT team member.

Acknowledgement and Agreement

I, _____, acknowledge that I have read and understand the Diversity and Inclusion Policy at The Authentic T-Shirt Company®/SanMar Canada. I agree to adhere to this policy and will ensure that employees working under my direction adhere to this policy.

Employee Name (Please Print)

Date

Employee Signature

Manager Signature