



The COS Diversity and Inclusion Charter

1. Our vision

We aim to foster a workforce that reflects and contributes to the diverse, global community in which we operate.

At COS, we are committed to developing, maintaining, and supporting a culture of equality, diversity and inclusion for all our colleagues. We seek to sustain a working environment in which all our colleagues are valued, recognized, and supported so that they can achieve their true potential.

At COS, we take a collective responsibility to create an environment where colleagues feel included, respected and comfortable to bring their whole self to work. Diversity is celebrated at COS and we believe this enriches both the working environment and interpersonal relationships within and outside the organization.

We listen to each other and value different perspectives. We treat people fairly and with dignity.

2. What diversity and inclusion mean to COS

At COS, **diversity** encompasses the following dimensions: race and ethnicity, culture, gender, sexual orientation/appearance, religious beliefs, diversity of thought, skills, marital status, family composition, education, experience, generational diversity, socioeconomic background, abilities, and disabilities.

Inclusion means fostering respect and a team spirit in the workplace and providing equal opportunities to all individuals.

We will not tolerate discrimination.

3. The COS Diversity Charter

To effect meaningful change, we at COS pledge to:

1. Develop and set meaningful targets to achieve our diversity and inclusion goals within our organization.
2. Collect relevant and meaningful data on diversity and inclusion. This will assist us in targeting areas where we need improvement to keep committed to our goals that can be measured.
3. Develop strategies to intentionally place diversity at the heart of our business through our hiring strategies, our on-boarding process, external business relationships, and the retention and development of our people in the following ways:
 - a. Hiring strategies and on-boarding new employees: Annual Board audit of hiring practices to ensure procedures are free from biases related to a candidate's age, race, gender, religion, sexual orientation, and other personal characteristics that are unrelated to their job performance.

- b. External business relationships: Engaging with and supporting businesses who also are committed to diversity and inclusion efforts.
 - c. Supporting and retaining employees: Ensuring that employees have the opportunity to share concerns with management without fear of repercussion. Additionally, help to aid in the development of all employees equally. This includes fair treatment, access, opportunity and advancement for all.
- 4. Improve the diversity of our organization to ensure it appeals to people from all backgrounds, be they client, supplier, sponsor or colleague.
- 5. Engage others within our sector in order to champion diversity and inclusion.
- 6. Create best practice and guidance to help all at COS develop and build an inclusive culture.
- 7. Provide Diversity training for all employees to create a more positive work environment to help employees understand unconscious barriers and biases. This will also be a part of the onboarding process.