

# Inclusion Code of Conduct

Boyum Barenscheer is dedicated to creating an inclusive work environment for everyone where performance and potential are recognized and rewarded.

People are the most valuable assets we have. 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 our culture and our reputation and company's achievement as well.

We embrace and encourage our employees' 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, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Boyum's commitment to an inclusive workplace is demonstrated in the ways that we recruit and select those who join the Firm and, in our practices, and policies related to compensation and benefits; professional development and training; promotions; transfers; and all other employment decisions. With this we expect the following:

- Treat others with dignity and respect at all times, while not limiting the ability of employees to organize and engage in protected concerted activity regarding the terms and conditions of employment.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome.
- Foster teamwork and employee participation, encouraging the representation of different employee perspectives.
- Seek out insights from employees with different experiences, perspectives, and backgrounds.
- Avoid slang or idioms that might not translate across cultures.
- Support flexible work arrangements for co-workers with different needs, abilities, and/or obligations.
- Confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

Boyum will not tolerate unlawful discrimination, harassment or any behavior or language that is abusive.

Employees are expected to report incidents that violate this code of conduct by contacting a manager and/or Human Resources. Employees who violate Boyum's code of conduct expectations will face disciplinary action, which could include termination. Nothing in this policy is intended to, nor should be construed to limit or interfere with employee rights as set forth under all applicable provisions of the National Labor Relations Act, including Section 7 and 8(a)(1) rights to organize and engage in protected, concerted activities regarding the terms and conditions of employment.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's inclusion code of conduct should seek assistance from a manager, Partner, and/or Human Resources.