



Date: 1.1.2021

Policy

Department: Human Resources

Name: Diversity, Equity & Inclusion ("DEI") Policy

I. Purpose

Switch was founded on the principle of KARMA and is committed to fostering a culture of diversity, equity and inclusion. We value talent, innovation, passion, and intelligence as Switch's most valuable assets. These assets shape our company culture, reputation, and achievement and are dependent upon the varying perspectives, life experiences, backgrounds, and abilities of our employees.

We embrace and encourage our employees' differentiated insights, including those enriched by gender, gender expression, age, race, religion, color, ethnicity, disability, family or marital status, national origin, physical or mental ability, political affiliation, sexual orientation, socio-economic status, veteran status, and all other characteristics that make our employees unique. In that regard, as regularly reinforced by our Chairman and CEO and other senior leaders, diversity and inclusion is a business imperative for us.

II. Scope

This policy applies to all Switch employees during work, at work functions (whether at and away from the work site), and at any and all other Switch events.

This policy applies to all aspects of employment, including recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; layoffs; terminations; and the ongoing development of a work environment built on the premise of equity.

III. Policy and Responsibility

Switch'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; transfers; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and reinforces Switch values:

- Talent, intelligence, and skill regardless of someone's immutable characteristics;
- Respectful communication and cooperation between all employees;

- Inclusiveness;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs; and
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees are responsible for contributing to an inclusive workplace and treating others with dignity and respect. All employees are also required to complete annual diversity awareness training.

Procedure

Employees who believe they may have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives are encouraged to seek assistance from a Switch supervisor, Switch Human Resources, or they can contact the anonymous Ethics reporting Hotline at 844-440-0097 / email: reports@lighthouse-services.com.

Enforcement

Violation of this policy or any policies implemented by Switch may result in disciplinary action, up to and including termination of employment.

Date	Owner	Notes
1/1/2021	Human Resources, Legal & Strategy	Initial
		Initial / revision / review