

Diversity and Inclusion Statement

Effective Date: January 2020
Review Cycle: Annually (next review due: January 2027)
Policy Owner: Human Resources Manager
Approved By: Chief Operating Officer (COO)

Scope

This Diversity and Inclusion Statement applies to all Diamond Packaging facilities, operations, and employees.

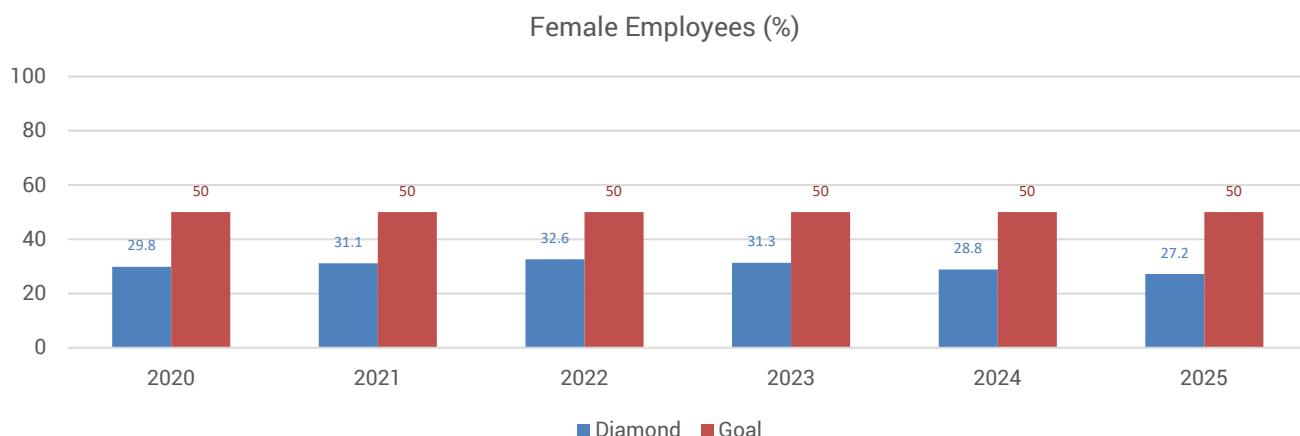
Diversity and Inclusion

Diamond takes great pride in its talented and dedicated team members, all of whom help make it one of the most successful and innovative companies in the packaging industry. Diamond believes that each employee contributes directly to the company's growth and success, and we hope everyone takes pride in being a member of our team. Diamond is committed to fostering and cultivating a culture of diversity and inclusion. We value and celebrate our collective experience, talent, and self-expression. These strengths lead to a stronger, richer, and more rewarding work environment.

Key Performance Indicators (KPIs)

To monitor progress on implementation measures, Diamond tracks the following KPIs:

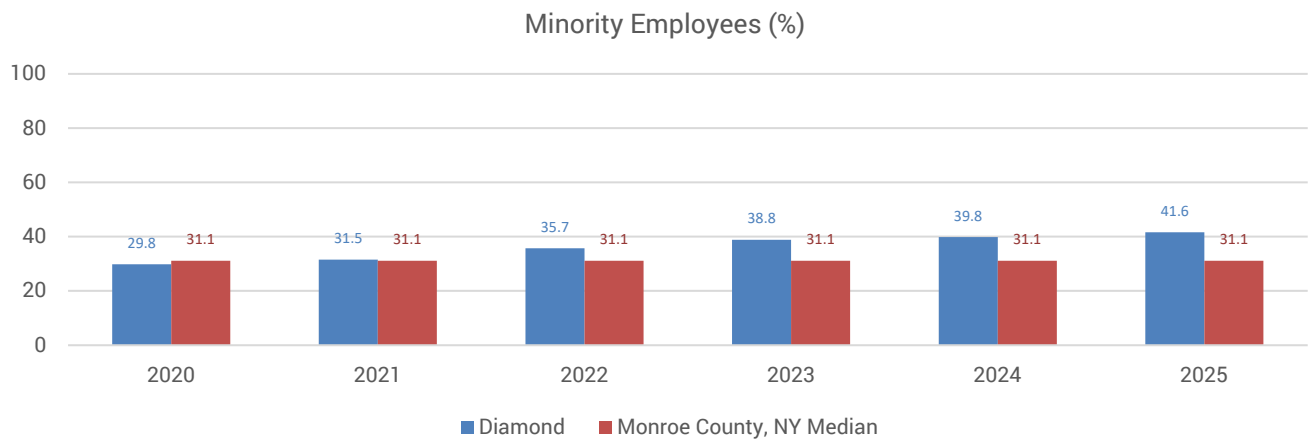
Female Employees



Diamond has initiatives in place to recruit talent, including posting career opportunities internally, on our company website, through our social media accounts (Facebook, LinkedIn), and a Referral Program.



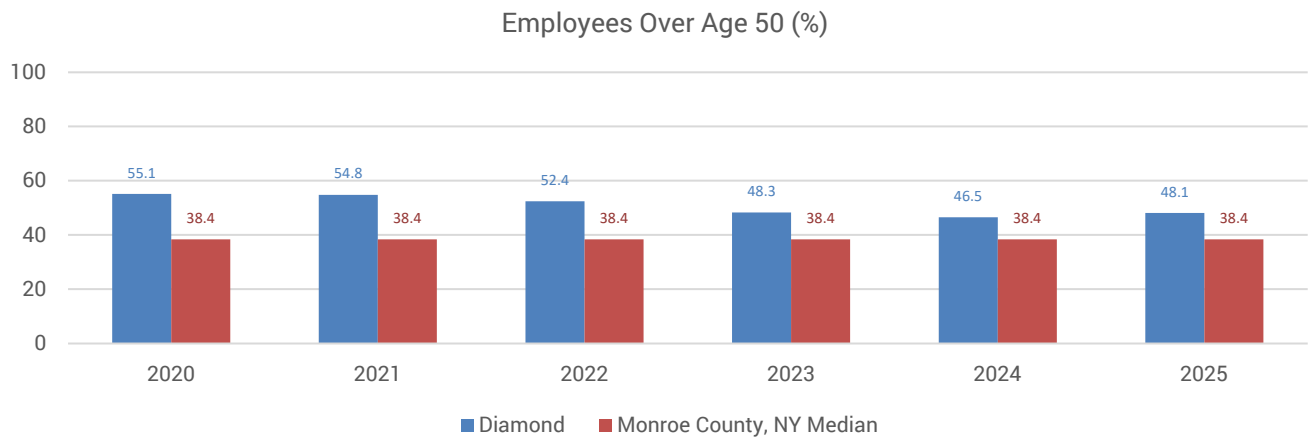
Minority Employees



In 2024 the ethnic composition of the population of Monroe County, NY was composed of 68.9% white and 31.1% non-white residents (source: U.S. Census Bureau, July 1, 2024). – [link](#)

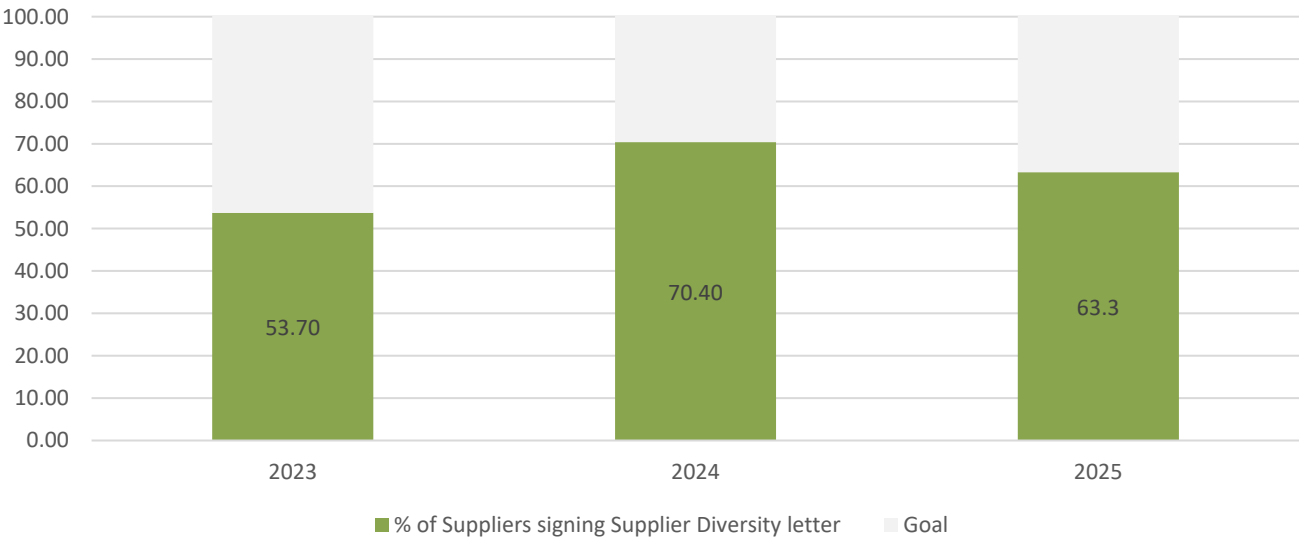
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Employees Over Age 50



In 2024 the population of Monroe County, NY residents over the age of 50 was 37.5% (source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates). – [link](#)

Suppliers Signing Supplier Diversity Letter



Diamond looks to add diversity to its supply chain and tracks progress on sourcing from diverse suppliers. Diamond sends the Supplier Diversity Letter to all non-public companies, requesting that they let us know which of the following categories their company falls into, and if applicable, provide their current diversity certificate: African American; Asian; Disabled; Hispanic; Lesbian, Gay, Bisexual, Transgender (LGBT); Native American; Subcontinent Asian American; Veteran; Women; Small; and Not Applicable. All responses are tracked in Diamond’s SharePoint database with the following status – Complete, Complete (no exception), Pending, N/A – and date completed.

Governance Structure

The implementation and oversight of this Diversity and Inclusion Statement is governed through the following structure:

Human Resources Manager

- Overall accountability for human resources practices and adherence to diversity and inclusion standards
- Reports diversity and inclusion metrics to executive leadership
- Assists with reporting and tracking of data

Marketing Director / Sustainability Lead

- Overall accountability for supplier agreement standards
- Works with Procurement Team to increase supplier compliance
- Overall accountability for ESG reporting
- Authors annual Sustainability Report for customers and external stakeholders, including CDP, EcoVadis, UN Global Compact

Policy Review and Continuous Improvement

Annual Review Process

- This policy will be formally reviewed annually in Q1 of each calendar year
- Review will assess progress against quantitative targets
- Updates will be incorporated based on:
 - Regulatory changes in diversity and inclusion
 - Evolution of industry best practices and benchmarks
 - Data from the previous year

Trigger-Based Reviews

- Policy may be reviewed outside the annual cycle when:
 - New diversity and inclusion legislature is enacted
 - Stakeholder concerns necessitate policy adjustments

Documentation and Communication

- All policy updates will be documented with a date or version control
- Updated policies will be communicated to employees involved in the hiring process and other relevant positions within 30 days
- Public-facing updates will be reflected in the annual Diamond Corporate Social Responsibility Report

Performance Monitoring

- Annually: Evaluate metrics for tracking diversity
- Annually: Evaluate Supplier Diversity compliance
- Report findings to executive leadership and incorporate into continuous improvement initiatives

External Verification

- Participate in industry benchmarking to identify improvement opportunities
- Maintain transparency through public reporting of key metrics