
CTI Diversity, Equity and Inclusion Policy

Policy Philosophy

CTI® creates an environment in which each employee has an opportunity for professional and personal growth, where their efforts are recognized and appreciated as the critical factor to the continued success of the company. We seek employees who are dedicated to achieve our shared vision, who embrace challenge and change, who continue to increase their knowledge and expertise in our industry, and who willingly share creative and innovative ideas.

It is this commitment to excellence that drives our pursuit of the best talent that can be found within the industry, fostering a culture of growth and opportunity. We believe that a person's talent is not defined by any singular attribute and it is our aim to nurture their full potential within our industry.

Practices and Outcomes

We are committed to equality of opportunity in all areas of employment and business regardless of personal characteristics including, but not limited to, gender, race, nationality, age, disability, sexual orientation or religion.

We are committed to providing a workplace environment where everyone has an equal opportunity to perform at the highest levels and realize their potential. This applies to all aspects of our employment policies and practices including:

- Recruitment, assessment, and selection
- Terms and conditions of employment
- Compensation and benefits
- Working environment
- Personal development and training
- Career progression
- Redundancy and Redeployment

Increasing the diversity of our people at all levels is an important priority for CTI's Executive Team. We achieve this through:

- Targeted sourcing of people from diverse backgrounds and cultures
- Accelerated development of key talent within the organization
- Ongoing focus on creating an environment that allows all of our talented people to prosper

Responsibility and Accountability

Ultimate responsibility and sponsorship of this Policy rests with the Company's Executive Team. The Chief Talent Acquisition Officer is the member of the Executive Team responsible for the implementation of the Policy and will review it from time to time as necessary. Senior managers are accountable, and all Company employees are responsible for ensuring that our Diversity policies and programs are actively pursued and implemented. Employees should be aware of their personal responsibility to each other, to consumers, customers, partners and suppliers as well as the communities in which we operate.
