DIVERSITY AT HILLDRUP

DIVERSITY STATEMENT
Hilldrup is committed to providing a respectful, safe and inclusive workplace that champions individual and team success. We recognize that the whole is greater than the sum of its parts and that as any effective team operates: together everyone achieves more. Hilldrup strives to create an environment where various ethnicities and races, genders and generations, as well as different perspectives and life experiences allow for the achievement of our vision of being the best moving services company, period.

Our unwavering commitment to diversity is woven throughout our organization--in our recruitment and selection processes, health and welfare benefits, professional development and training, promotions, transfers, employee programs and employee separations. Hilldrup's continued quest to remain an employer of choice recognizes that our work environment must encourage and enforce gender and diversity equity based on:
- Respectful communication and cooperation between all employees;
- 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;
- Our collective contributions to the communities we serve to promote a greater understanding and respect for diversity.

EEOC STATEMENT
It is the intent of Hilldrup to not only comply with all aspects of equal opportunity as defined by Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1967 and the Americans with Disabilities Act of 1990, but also to aggressively promote an atmosphere within the company that allows all employees the opportunity to succeed on their own merit without regard to age, color, disability status, ethnicity/national origin, FMLA usage, gender, genetic information, race, religion, military status or any other characteristic protected by law.

AFFIRMATIVE ACTION
To address historical gender, race, ethnic and other employment inequalities, Hilldrup has developed an affirmative action program designed to further promote equal employment opportunity in hiring, as well as employee training and promotional opportunities. Hilldrup's goal is to ensure that our workforce, in general, will reflect the gender, racial and ethnic profile of the labor pools in geographical area where we operate, recruit and hire.

ANTI-HARASSMENT
Hilldrup strives to create a work environment that embraces the fair and ethical treatment of our employees, contractors and our clients. Our Uncompromised Integrity value speaks to this. As such, Hilldrup does not tolerate workplace harassment in any form (physical, verbal, non-verbal; at work, in electronic communications and/or on social media). We are committed to providing an environment where all individuals (regardless of protected class status) are consistently treated with dignity and respect and are free from harassment, discrimination, intimidation, oppression, exploitation, bullying and retaliation.

Our Anti-Harassment Policy establishes guidelines for creating awareness about, preventing, addressing and eliminating all forms of workplace discrimination, harassment bullying and retaliation which distracts from Hilldrup's mission of being the best moving services company, period (see *Anti-Harassment Policy-051120*).

Hilldrup takes all claims of discrimination, harassment bullying and retaliation seriously. Employees who believe they have been victims of behavior/conduct that is prohibited by our Anti-Harassment Policy or believe they have witnessed such behavior/conduct should share their concerns with a member of the Human Resources Team. Based on the allegations, Human Resources will determine appropriate next steps, including launching and leading an investigation.

Employees who believe they have been subjected to and/or have witnessed discrimination and/or behaviors that appear to be in conflict with the company's commitment to diversity should contact a member of the Human Resources Team immediately.