

EDMC DIVERSITY, EQUITY AND INCLUSION POLICY STATEMENT

The EDM Council appreciates the value inherent in a diverse, equitable and inclusive work, training and certification environment where equality, fairness and opportunity are available to all. The Council has thus adopted a Diversity, Equity and Inclusion Policy (the "Policy") which implements and enforces policies and procedures that effectuate their commitment to equal employment opportunities, nondiscrimination, diversity, equity and inclusion for all candidates, consultants and employees, as well as equal employment advancement opportunities for employees.

The Council is committed to be unbiased when hiring employees, engaging consultants and collaborating with peer groups, companies and associations to help promote elevating the practice of Data Management, Data Standards, Best Practices as it conducts its training and certification programs.

The Council believes that diversity, equity and inclusion enriches the Council's performance and enhances the distribution, cultivation and circulation of the Council's Data Management services and products to Council Members, their constituents and customers.

The Policy simply put: The Council does not unlawfully discriminate but rather welcomes, integrates and values employees, consultants, vendors, students, members and clients from all backgrounds, including ethnicity, sexual orientation, religion, gender, national origin, citizenship, ancestry, age, disability, family care status, social background, military caregiver status, veteran or military service or obligation, reserve status, national guard status, refugee status, or any other basis protected by applicable laws.

The Council's Policy applies to candidates/applicants for employment, consultants and certain third parties that can be affected because of their relationship with the Council. This Policy also addresses all of the Council's operations and every aspect of the employment relationship, including but not limited to personnel actions such as recruitment, compensation decisions, hiring, selection procedures for webinars, events, panel selections and conference, employee development, training, performance evaluations, promotions, transfers, benefits, disciplinary action and Company social and recreational programs.

The Council encourages each and every Council Member, student and/or client to echo the Council Policy by not only adopting but embracing their own pro-active and advanced diversity, equity and inclusion policy. As a Global Non-Profit Association the Council is keenly aware of the social and economic reckoning that will define this and the next generations to come.