

AIRSCREAM

**EMPOWERING DIVERSITY
EQUITY & INCLUSION**

Empowering Diversity, Equity, and Inclusion

At **AIRSCREAM**, corporate governance is built on a foundation of transparency, responsibility, and long-term vision. A core part of this framework is our commitment to **Diversity, Equity, and Inclusion (DEI)**, which is not only essential for a thriving workplace but also central to our mission to drive meaningful change and innovation. **AIRSCREAM** is dedicated to fostering an inclusive culture where everyone can succeed and where diversity is celebrated as a strength. To ensure DEI is more than just a policy, our HR team plays a vital role in embedding these values across every facet of our organization.



Accountability and DEI Metrics

At **AIRSCREAM**, accountability is at the heart of our DEI efforts. Our HR team works closely with managers and stakeholders to establish and track key metrics that reflect our progress and pinpoint areas for improvement. Metrics include diverse representation in leadership roles, pay equity analysis, and retention rates among employees.

These metrics are regularly reviewed, with findings shared transparently to foster trust and alignment with stakeholders.



Inclusive Recruitment and Retention Practices

Building a diverse workforce starts with equitable recruitment processes. At **AIRSCREAM**, the HR hiring team has designed an unbiased hiring protocol, such as diverse interview panels and outreach programs targeting a variety of communities and backgrounds.

Retaining talent is equally essential, and we're committed to providing a work environment where everyone can succeed. Through initiatives like flexible work arrangements, mentorship programs, and so forth, we support our employees' growth and well-being. The governance team periodically reviews recruitment and retention practices to ensure that they are effectively fostering an inclusive workplace.



Building a Culture of Inclusion and Belonging

Inclusion is a core pillar of our culture at **AIRSCREAM**, and HR leads the way in creating initiatives that promote collaboration, cultural competence, and continuous learning. Training programs on topics like unconscious bias, leadership, and effective communication empower our employees to work together with respect and empathy.

