



## Elkay is committed to doing our part to create a more just and equitable society.

Elkay is a 101-year old company with a robust set of values and a proud tradition of investing in our people and the communities where we live and work. We care about diversity, equity, and inclusion. Elkay is committed to doing our part to create a more just and equitable society. We will pursue this aspiration by using our influence and reputation to scale and accelerate meaningful and overdue societal change for our employees, suppliers, customers, and communities.

## Elkay condemns racism, discrimination, and social injustice of any kind.

With that tradition in mind, Elkay is pleased to announce that it has recently formed a **Diversity, Equity & Inclusion Council (DEI Council)** and initiated a **Supplier Diversity Program** to evolve and accelerate our DEI journey.

**The DEI Council has focused its efforts on advancing strategies in three distinct areas:**

- **Brand, Community, and External Communications**  
*How does Elkay represent itself in the marketplace? Do we reflect and support the best intentions and most inclusive behaviors in society? As a brand, we must actively engage, represent, support and partner with minority communities and suppliers to effect positive change in our industry, our community, and our world.*
- **Inclusive Culture and Internal Communications**  
*How do we proactively bring a diversity and inclusion consciousness to the forefront of our culture?*
- **Diverse Hiring and Career Growth**  
*How do we increase our talent's diversity to reflect our community, our customers, our world more accurately? How do we ensure that we embrace our diverse employees with respect, inclusion, and equity, ensuring that they can bring their full selves to work and enjoy careers that maximize all they bring to the table?*

**Immediate priorities of Elkay's DEI Council include:**

- Creating a welcoming, comfortable, and inclusive environment for all employees.
- Training leaders to eradicate unconscious bias
- Advancing diverse hiring and career growth
- Measuring and ensuring equity within our culture
- Expanding our community outreach in diverse communities through philanthropy and volunteering
- Developing a supplier diversity program



**We firmly believe that greater diversity in our supply chain will bring enhanced innovation and fresh ideas to how we perform as an organization.**

**As a result of the work and recommendation of the DEI Council, Elkay has a newly formed Supplier Diversity Program. Elkay recently hired a seasoned and committed supplier diversity program manager to assure diverse business inclusion is embedded into its supply chain process.**

**Priorities of Elkay's Supplier Diversity Program include:**

- Making meaningful contributions to the economic growth of diverse companies and communities. Complete ongoing comprehensive supplier audits to understand our current supplier diversity performance.
- Using supplier diversity performance data to identify gaps
- Engage with high-performing certified WBE, MBE, and SBE suppliers who meet our exacting quality and performance standards to help us fulfill our tier-one and tier-two sourcing requirements.

Elkay is also pleased to announce its recent membership with the **Chicago Minority Supplier Development Council (an affiliate of the National Minority Supplier Development Council)** and with the **Women's Business Development Center**. Elkay will partner with these two nationally renowned business service organizations to expand its community outreach.

**ELKAY cares – and we all need to take time to care for one another.**

We are committed to providing an environment where everyone feels safe, respected, and valued for the fullness of who they are – and all they can be. We must do more to understand and hear diverse perspectives in our Nation right now – in our communities and our workplaces. Then we must ALL commit to the hard work of coming together and finding a middle way – the golden mean that will help us fulfill the American vision of life, liberty, equality -- and justice for all.