

DIVERSITY, EQUITY, AND INCLUSION (DEI) POLICY

Carolina Plumbing & Water Systems LLC is committed to creating and maintaining a diverse, equitable and inclusive workplace. We believe that a diverse and inclusive environment is critical to our success as a Company and is essential to creating culture of innovation, collaboration and respect.

We are committed to fostering a culture that is inclusive of different backgrounds, perspectives, experiences, and ideas free from discrimination based on race, ethnicity, national origin, religion, age, sex, veteran status, disability or any other characteristic protected by law.

We are dedicated to promoting diversity, equity, and inclusion in all aspects of our business, including but not limited to:

- Recruitment, hiring, and promotion
- Professional development and training
- Employee engagement and retention
- Development of products and services
- Community outreach and partnerships

We acknowledge our inherent distinctions as individuals and the realization that each person is unique. Skills, experience, thought, gender, age, disability, ethnicity, cultural or socioeconomic background, religion, political or ideological beliefs, as well as other aspects like lifestyle and family duties, can all be seen as sources of the inequalities.

We strive to have respectful communication and cooperation between all employees. We encourage teamwork and employee participation, permitting the representation of all groups and employees perspectives. We understand that work/life balance through flexible schedules is important to our employees' varying needs.

Employer and employee contributions to the communities we serve promote a greater understanding and respect for Diversity.