

# Diversity, Equity, Inclusion and Belonging

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**Our Diversity, Equity, Inclusion and Belonging strategy is to achieve excellence in customer service, employee relations, and business objectives through creativity, responsiveness, and innovation as a result of increased well-being, sense of belonging and meaningful work for our employees.**

**Owner(s): Don Charron/Jessica DeLorenzo**

- We embed our company's [Guiding Principles](#) in our deep-seated belief in the value of diversity, equity, inclusion, and belonging as it pertains to respecting the dignity of the individual, increasing well-being, creating trust, sustaining a global sense of family, and promoting meaningful work for our employees.
- We believe that diversity, equity, inclusion, and belonging are part of our core values that make us strong, not only as a company, but as a global society.
- We believe that without diversity, equity, inclusion, and belonging, we cannot demonstrate our company purpose, "Creating Quality for Life," for our people, our customers/end users, our communities, and our share owners.
- We train employees regularly on our Code of Conduct (which includes our Global Human Rights Policy and Supply Chain Transparency Policy and outlines labor regulations, anti-discrimination practices, and our overall ethical standards) and other core human rights matters, including how employees, suppliers, customers and third parties can report matters of concern to Kimball Electronics without retaliation.
- We strive to have all our employees worldwide complete discrimination and harassment training on an annual basis.
- We strive to have our U.S.-based managers complete additional role- and state-specific training on unconscious bias, workplace diversity and inclusion, equal employment opportunity, and how we can prevent discrimination and harassment.
- We do not tolerate racial bias, hate, discrimination, or harassment in our workplaces, or similar injustices in the communities where we operate.
- We assess our vendors, suppliers and third party partners in order to facilitate decision-making on our own supply chain, prioritizing those suppliers who mirror our own Guiding Principles and Code of Conduct.
- We use a data-driven approach to focus efforts on the attraction, retention, and promotion of the most qualified individuals as a result of a diverse and equitable talent pipeline.
- We offer our employees the option to take part in virtual events that celebrate individuals and cultures within our family that honor humanity and belonging.
- We are committed to a policy of inclusiveness and to pursuing diversity in terms of background and perspective, when evaluating candidates for nomination as new Board of Directors that are not employees of the Company.