



# Diversity, Equity & Inclusion

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## Diversity, Equity, and Inclusion Commitment

Diversity, equity, and inclusion (“DEI”) are strategic priorities for LBA. Furthering those priorities is paramount to our success and the impact we have on our investors, employees, customers, service provider partners, and the communities where we do business. To attain LBA’s DEI goals, we are committed to building on our strengths and seeking opportunities for growth. We expect that by integrating DEI into all aspects of our organization, we are laying the foundation for a future that benefits all of our stakeholders.

### Diversity and Respect in the Workplace

Embracing our differences makes us a good team. Acknowledging that there is always more to learn and room for understanding leads to a more diverse, equitable and inclusive workplace.

Equal opportunity is crucial to our recruitment and selection practices. Attracting candidates with different backgrounds, characteristics, abilities, and worldviews is the foundation of our recruitment process. LBA actively partners with organizations focused on outreach to minorities, women, and other diverse groups to create a diverse and inclusive candidate pool for open positions at every level of seniority

Our approach to diversity is broad and includes:

Race	Economic status
Color	Sex
Ethnicity	Sexual orientation
Creed	Gender identity and/or expression
Religion	Personal style
Religious affiliation	Marital status
National origin	Disability
Citizenship	Genetic information
Age	Veteran and armed service status
Experience	



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## **Policies and Education**

DEI is embedded in our policies and education. All employees are expected to comply with the requirements outlined in our Employee Handbook, including but not limited to, LBA's Employee Code of Conduct and Policy Against Harassment.

Our approach to workplace education is holistic and is driven largely by feedback we receive from our employees. In-person and online education to address topics like harassment prevention and unconscious bias raise awareness and encourage behavior that supports an inclusive work environment free from discrimination and harassment.

## **Benefits**

### *Mentorship*

Our success is a reflection of our people and retaining talent is a key aspect of DEI. LBA's formal mentorship program partners senior team members with employees on a one-to-one basis to provide guidance and support to each mentee's professional development. Building strong interdepartmental relationships spanning various levels of seniority has the dual benefit of creating opportunities for career advancement and greater understanding among our team members.

### *Compensation*

LBA is committed to ensuring fair and equitable pay of its employees. Our Compensation Committee achieves this through twice-annual compensation reviews of all team members across the company and at all levels of seniority.

### *Employee Leave*

LBA's leave policies support team members with time off to care for themselves and others as their life circumstance change. These policies are built to bolster the lives our employees have outside of the office.



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## Service Provider Partners

With a national footprint, LBA relies on service provider partners across the country. Actively seeking partnerships with Minority and Women Owned Businesses allows us to extend the impact of our DEI initiatives beyond our workforce and into the communities where we do business. While demanding high quality service at reasonable prices, we also seek to include a diverse makeup of business owners in our service provider partners during the competitive bidding process.

## Community Outreach and Charitable Work

Volunteering, community outreach, and charitable giving in the places where we live and work are integral to our core values and operating philosophy. Among other things, the LBA Foundation engages and energizes our employees through the Employee Matching Program with dollar-for-dollar charitable contribution matching, and volunteer days with local charities. Some of our corporate charitable initiatives have focused on organizations that benefit children, funding for Historically Black Colleges and Universities, COVID-19 relief and support, and housing for those in need. At a local level, our teams work together to identify charitable organizations doing critical work in their communities. Investing in national and local charities strengthens our community bonds.

## Accountability

LBA's DEI Committee (the "Committee") consists of a diverse group of employees across departments and operational regions of the Company including leadership from Human Resources and our Executive Team. Tasked with translating LBA's commitment to DEI into action, the Committee meets regularly to create, tailor, and implement these programs.

The DEI Mission Statement and Commitment are both reviewed at least annually by the Committee and Senior Team to identify areas of achievement and opportunity.