

Grow Schools

Diversity, Equity, Inclusion, and Human Rights Policy

Effective Date: October 6, 2023

At Charter School Capital, LLC dba. Grow Schools (“Grow Schools”), our mission is to help all school leaders and our team get where they're going. When we provide essential financial support, resources, and know-how to school leaders, we do so with the vision that all kids have access to a nourishing learning environment where they can flourish.

The inclusion of "all" in our mission and vision means all—regardless of a person’s age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make humans unique.

We are committed to fostering, cultivating and preserving a culture of diversity and inclusion. Grow Schools strives for diversity, equity, and inclusion when designing our support, resources, hiring practices, and workplace culture and expectations.

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company’s achievement as well.

We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Grow Schools diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

Work/life balance through flexible work schedules to accommodate employees’ varying needs.

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

All employees of Grow Schools have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy should seek assistance from a supervisor or a Human Resources representative. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Grow Schools will be based on merit, qualifications and abilities. Grow Schools does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender (sex), national origin, age, veteran status, sexual orientation, gender identity, disability, genetic information, or any other characteristic protected by applicable law.

Grow Schools will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment including: selection, job assignment, compensation, discipline, termination and access to benefits and training.

Any employee with questions or concerns about any type of discrimination or harassment in the workplace is encouraged to bring these issues to the attention of their immediate manager or Human Resources. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Additionally, Grow Schools is committed to upholding and promoting human rights in all aspects of our operations and interactions. We recognize the inherent dignity and worth of every individual and are dedicated to respecting and protecting their fundamental rights. We are committed to ensuring that our activities align with internationally recognized human rights standards, including:

- **Workplace Rights:** We are committed to providing a safe and inclusive work environment that promotes fair labor practices. This includes ensuring equal opportunities for employment, fair wages and benefits, reasonable working hours, and the absence of forced labor or child labor.
- **Health and Safety:** The health and safety of our employees, contractors, and stakeholders are of paramount importance. We strive to provide a work environment that is free from hazards, ensuring appropriate safety measures, and promoting the well-being of everyone involved in our operations. Please refer to our Grow Schools Safety Policy for more details.
- **Supply Chain Responsibility:** We hold ourselves accountable for the human rights impacts of our supply chain. We endeavor to work with suppliers and contractors who share our commitment to human rights principles. We expect our partners to uphold labor and human rights standards and to operate in a socially responsible manner.
- **Community Engagement:** We recognize the importance of engaging with the communities in which we operate. We strive to foster positive relationships, respect local customs and traditions, and contribute to community development. We seek to minimize any adverse impacts on human rights resulting from our activities and take appropriate measures to address and mitigate them. Please refer to our Grow Schools Social Policy for more details.

- **Environmental Stewardship:** As an environmentally conscious company, we acknowledge the interdependence between human rights and a sustainable environment. We are committed to conducting our operations in an environmentally responsible manner, minimizing pollution, conserving natural resources, and mitigating the effects of climate change. Please refer to our Grow Schools Environmental and Zero-Carbon Policy for more details.
- **Grievance Mechanisms:** We provide effective and accessible mechanisms for reporting, investigating, and addressing any human rights concerns or violations. We encourage individuals to voice their concerns without fear of reprisal and ensure that appropriate action is taken to rectify any issues identified.
- **Compliance and Continuous Improvement:** We are committed to complying with all applicable laws and regulations concerning human rights. This policy will be reviewed and updated, as necessary, regularly at Grow Schools's Executive Team and, or Board of Director meetings.

This Diversity, Equity, Inclusion, and Human Rights Policy serves as a guiding framework for Grow Schools, and all employees and stakeholders are expected to adhere to its principles.