



# Our Diversity&Inclusion Manifesto

1

## DIVERSITY

is the sum of *our* individual unique visible and invisible traits. It is at the core of Epta globally.

2

## RESPECT

is how we@Epta embrace diversity, is how we embrace *our* shared humanity. It is the responsibility of all #EptaPeople.

3

## INCLUSION

is the successful result of *our* respect toward diversity. It is when everyone feels they belong at Epta. And this, it turns out, becomes *our* cultural and business advantage.

*Operating in the commercial refrigeration business, we@Epta work together for a cooler future.  
We want to build a workplace where these values are at the core for **All #EptaPeople**.*

W e @ E p t a

**We** share a common core.  
We value our Shared Humanity, our need to be heard, recognized, valued, our desire for a life of hope and fairness. Our heart beats to protect what ties us together.  
**It is our source of collective strength**

**Each** person belongs at Epta. We recognize, accept, value and demonstrate our appreciation for the qualities of each person. It is our founding value.  
**Respect guides our behaviors.**

**@Epta** we care about our future generations. We care about the impact our products have on the environment globally.  
**Epta cares about preserving the future.**

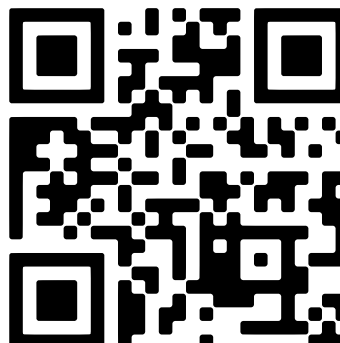
**Equity** enables each one's potential, it leads to productive teamwork. Equity is how we demonstrate respect and how we protect our shared humanity. It enriches our community of voices.  
**Equity is our lighthouse.**

**Perspectives** are different. Yes, they are welcome. We embrace these differences. People work together to listen, debate, create and innovate.  
**Perspectives keep Epta on the cutting edge.**

**Trust** is what we continually build by expecting integrity, by offering respect. We build Trust so people can bring their whole person to work, feel safe to agree or disagree, to find ways to build and grow together.  
**We all want to build a trusted, safe & brave space.**

Our **Attitude** and our Actions reflect our D&I beliefs. That is our commitment. At Epta, we believe living our D&I beliefs is the responsibility of each and everyone.  
**At stake is our individual & collective credibility, our honor, our future and our success.**

Scan the QR code to discover our Diversity&Inclusion initiatives



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