

## Non-Discrimination & Diversity, Equity, Inclusion Policy

ACC Telecom is an Equal Opportunity Employer & Provider and is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. ACC Telecom will not and does not deny service to or discriminate against any person in employment or delivery of service on the basis of a person's ethnicity, color, age, gender, gender identity or expression, national origin, language, disability, physical and mental ability, political affiliation, family or marital status, religion, sexual orientation, socio-economic status, or military status including disabled veteran status in any of its activities or operations including such matters as recruiting, hiring, training, promotion, on the job treatment, inside and outside sales activities, advertising, marketing, and all end user aspects including but not limited to client installations, end user trainings, and end user support.

All employees of ACC Telecom have a responsibility to treat others with dignity and respect at all times. Any employee found to have exhibited any inappropriate conduct or behavior against others inside or outside the corporate environment 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 and initiatives should seek assistance from a supervisor or an HR representative.