



Justice, Equity, Diversity, and Inclusion Statement & Affirmative Participation Plan

Justice Equity Diversity and Inclusion

At Paint Baum, we are committed to fostering a workplace culture that values and promotes justice, equity, diversity, and inclusion (JEDI). We believe that every person, regardless of their race, ethnicity, gender, sexual orientation, ability, or background, deserves to be treated with dignity, respect, and fairness.

We are committed to creating a workplace that is free from discrimination, harassment, and bias of any kind. We will actively seek out and embrace diversity in all its forms, and strive to create a welcoming and inclusive environment for all employees, customers, and partners.

We will hold ourselves accountable for upholding JEDI values and principles, and will continuously work to educate ourselves and others on the importance of JEDI in all aspects of our business operations.

We recognize that building a JEDI workplace culture requires ongoing effort, commitment, and dedication. We are committed to this journey and to making Paint Baum a place where everyone can thrive and succeed.

As part of our commitment to justice, equity, diversity, and inclusion, Paint Baum implements an affirmative action policy to ensure a diverse and representative workforce. Our affirmative action policy includes the following commitments:

Affirmative Participation Plan

At Paint Baum, we are committed to fostering a diverse and inclusive workforce that reflects the communities we serve. Our Affirmative Participation Plan outlines specific strategies and goals to ensure the inclusion of minority-owned businesses, women-owned businesses, and other disadvantaged business enterprises in our contracting and procurement processes. We are dedicated to providing equal opportunities and promoting diversity within our workforce and among our partners.

We are enthusiastic about collaborating with clients who are interested in our Affirmative Participation Plan. Additionally, we request voluntary disclosure from our subcontractors to ensure there is no discrimination, fostering an inclusive and fair working environment.

Goals and Benchmarks

1. Minority Representation:

- **Current Status:** Currently, our workforce comprises 0% minorities. It is not the case that we have never worked with minority companies, we employed a refugee with working papers and a social security number from Venezuela. Admittedly, it is the case that we have a current area for improvement noted after the 2nd quarter review 2024.
- **Five-Year Goal:** Increase minority representation in our workforce to 20% by 2029.

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2. Women Representation:

- **Current Status:** Currently, 50% of our workforce comprises women.
- **Ongoing Goal:** Maintain and strive to increase the representation of women in our workforce, aiming for a minimum of 6.9%, as per the Department of Labor's guidelines.

3. Employment of Individuals with Disabilities:

- Continue to collaborate with the Department of Vocational Rehabilitation (DVR) and Mental Health Partners (MHP) to promote and advertise employment opportunities for individuals with disabilities whose conditions do not detract from the quality of their work.

4. Mentorship Program:

- **Goal:** Establish a mentorship program by 2029 to support minority-owned, women-owned, and disadvantaged businesses in the painting industry.

Outreach and Engagement

1. Community Programs:

- Participate in Women in Paint programs and other initiatives associated with the Painting Contractors Association to support and promote the inclusion of women in the painting industry.
- Engage with local chambers of commerce, including the Boulder Chamber of Commerce, BNI, and Women Boulder Business Networking, to inform minority-owned, women-owned, and disadvantaged businesses about upcoming opportunities and encourage their participation.

Monitoring and Reporting

1. Tracking Participation:

- Implement a robust tracking system to monitor the participation of minority-owned, women-owned, and disadvantaged businesses in our projects with data in Google Forms presented on spreadsheets.
- Collect and analyze demographic data quarterly to track the representation of various groups in our workforce and business engagements.
- Regularly review and report on progress towards meeting our affirmative participation goals.

2. Voluntary Disclosure:

- Ensure that all subcontractors are not engaging in wage discrimination by requesting voluntary disclosure of hourly rates of employees, years of experience, years with the company, including demographics, and the percentage of women and minorities.

3. Adjustments and Improvements:

- Make necessary adjustments to our strategies and practices based on the monitoring results and feedback from participating businesses and stakeholders.

Onboarding Policy:

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1. Pay Transparency:

- Under Paint Baum policies, and in accordance with the National Labor Relations Board (NLRB) guidelines, employees are permitted to discuss their pay. The National Labor Relations Act (NLRA) grants employees the right to disclose their salaries and discuss them with co-workers. As part of our training and onboarding process, we inform all employees about their rights to pay transparency.

Compliance and Accountability

1. Contractual Obligations:

- Ensure that all contractors and subcontractors track, have a plan and actively support the inclusion of minority-owned, women-owned, and disadvantaged businesses.

2. Feedback Mechanism:

- Allow reports of any violations or deviations from our JEDI and affirmative participation plan to be submitted anonymously via a feedback form on our website or directly to business@paintbaum.com.
- Solicit constructive positive feedback or suggestions for areas of improvement to continuously enhance our diversity and inclusion efforts.
- Proudly report that we have zero complaints of wage discrimination based on sex or minority status.

Continuous Improvement

1. Regular Assessments:

- Conduct regular assessments of the effectiveness of our Affirmative Participation Plan.
- Seek feedback from participating businesses, employees, and stakeholders to identify areas for improvement.

2. Commitment to Excellence:

- Remain committed to making necessary adjustments to our strategies and practices to ensure ongoing improvement and effectiveness in promoting diversity and inclusion.

Conclusion

By implementing this Affirmative Participation Plan, Paint Baum is committed to fostering a diverse and inclusive business environment that provides equal opportunities for all businesses to thrive and succeed. We believe that diversity enhances our creativity, innovation, and overall success, and we are dedicated to making Paint Baum a leader in promoting justice, equity, diversity, and inclusion in the painting industry.

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