

HARRIS TEETER'S FRAMEWORK FOR ACTION



We believe that associates are our heartbeat, and that diversity, equity and inclusion are part of our culture. Inclusion must be engrained and alive each day so we can focus on building each other up. Diversity, equity and inclusion are non-negotiable as we must be a team of champions making champions.

■ CULTIVATE AN INCLUSIVE CULTURE

- Our Diversity Advisory Council encompasses leaders within our company who are committed to responsibly allocating resources, removing obstacles and providing executive-level support to the Diversity Equity and Inclusion Committee.
- Our Diversity, Equity and Inclusion Committee is responsible for establishing a mission and vision for our company; collecting and prioritizing ideas for change and helping Harris Teeter accelerate and promote change in the workplace and communities we serve.
- The leaders of the Council and Committee will play an integral role in supporting and helping Harris Teeter build a more inclusive culture.

■ DEVELOP DIVERSE TALENT - RECRUIT AND MENTOR

- As a company, we continue to invest in developing a diverse workforce through our recruiting efforts and mentor program.
- We are committed to developing talent internally through the re-design of our mentor program which supports the professional development of our associates and increases collaboration with senior leadership.
- This will create additional opportunities for visibility and career advancement while providing a platform for leaders to listen and accelerate change.

■ DEVELOP DIVERSE SUPPLIER PARTNERSHIPS

- We are committed to supporting and promoting diverse businesses and services through our Supplier Inclusion Program. Through supplier partnerships with Black Indigenous People of Color (BIPOC), women, veteran, the LBQTQA+ community as well as business operators with disabilities, we're able to serve the broad diversity of the communities and customers we serve.
- As we continue to grow, we are committed to doing our part to ensure that diverse businesses are a part of the mainstream of our company and our nation's free enterprise system.

■ ADVANCE RACIAL EQUITY IN THE COMMUNITIES WE SERVE

- We will be investing to organizations across the communities we serve to help advance racial equity.
- Together, the Diversity Advisory Council and Diversity Equity and Inclusion Committee will identify organizations to build partnerships with that focus on strategic actions and initiatives to build more inclusive and stronger communities.

■ INVEST IN OUR ASSOCIATES

- As we continue to look for ways in which we can invest in our associates and provide opportunities for associates to share their ideas and feedback, our Associate Relations team remains a valuable resource for our associate to voice concerns and share feedback. Harris Teeter is also investing in Associate Resource Groups to identify additional opportunities and way in which we can engage our associates.

HARRIS TEETER... AN INCREDIBLE PLACE TO WORK

