

Iteris, Inc.

Diversity and Inclusion Policy

At Iteris, it is understood that each individual is unique, and appreciation of our individual differences is critical for the growth and success of our business. These differences can include skills, experience, thought, gender, age, disability, ethnicity, cultural or socio-economic background, religion, sexual orientation, political or ideological beliefs as well as other dimensions such as lifestyle and family responsibilities. Therefore, Iteris is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Iteris selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. All employees will be given help and encouragement to develop their full potential and utilize their unique talents. Therefore, the skills and resources of our organization will be fully utilized, and we will maximize the efficiency of our whole workforce.

Iteris will encourage and enforce the following:

- 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.
- A workplace which is free from discrimination, harassment, bullying, victimization, and vilification
- Equal employment opportunities based on ability, performance and potential
- Awareness in all staff of their rights and responsibilities with regards to fairness, equity, and respect for all aspects of diversity
- Attraction, retention, and development of a diverse range of talented people
- Equitable frameworks and policies, processes and practices that limit potential unconscious bias
- To create an environment in which individual differences and the contributions of all team members are recognized and valued
- To create a working environment that promotes dignity and respect for every employee
- To make training, development, and progression opportunities available to all staff
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures
- To regularly review all our employment practices and procedures so that fairness is always maintained

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 an HR representative.

This policy will be monitored and reviewed annually to ensure that diversity and inclusion is continually promoted in the workplace.