

CORPORATE SOCIAL RESPONSIBILITY REPORT 2019

CONTENTS

OVERVIEW

PEOPLE

ETHICS

PROFESSIONAL
DEVELOPMENT

OVERVIEW

Corporate social responsibility is an important element of Derflan's mission and culture.

Driven by our strategic focus on **diversity** and **inclusion** and **philanthropy**, we strive to be socially accountable - to ourselves and to our stakeholders.

Since the time of our founding, Derflan has been **shaped by a belief in the enduring principles of service and integrity**. From our roots as a two-person shop to our national presence today, these principles have served as the foundation upon which our company was built. Derflan values corporate responsibility as an important element of our corporate culture and inextricable underpinning of our enduring principles.

PEOPLE

At Derflan we embrace the diversity of every employee through an inclusive and accountable culture. Diversity and inclusion are key aspects of our core values and drivers of our shared success. We promote responsible business practices and follow Global Reporting Initiative (GRI) 405-1 in our activities. Our core values are strengthened when all employees have a voice and are encouraged to contribute. We foster a culture of open-mindedness, compassion, and inclusiveness among individuals and groups.



DIVERSITY

As a nationally certified women- and minority- owned business, Derflan values diversity as an essential element of our corporate culture. Our strength in fostering and supporting a diverse and inclusive workforce helps us succeed as a business enterprise and an effective community advocate. Whether performing as individuals or working together as teams, the quality and diversity of Derflan employees clearly distinguishes us from our competition. A diversified workforce is one of our strongest assets, enabling us to best serve our clients.

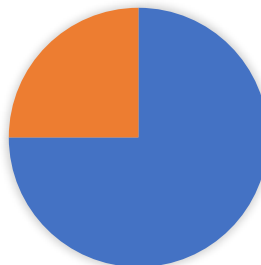
OWNERS

100% women owned



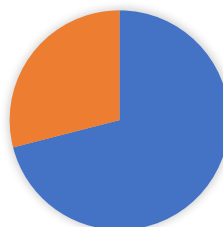
EMPLOYEES

75% women



KEY SUPPLIERS

71% women owned businesses



National Minority Supplier Development Council (NMSDC)

Derflan is nationally certified as a Minority Business Enterprise (MBE).



Women's Business Enterprise National Council (WBENC)

Derflan is nationally certified as a Women's Business Enterprise (WBE).



INCLUSION

Diversity expresses itself in many different ways – including race, color, religion, sex, age, national origin, marital status, veteran or military status, medical condition, disability, sexual orientation, and other characteristics protected by local, state, or federal law. An inclusive culture is a dynamic, active and intentional environment. We recognize that sustaining a diverse and inclusive work environment is critical to our future shared successes.

As detailed in our [Equal Employment Opportunity policy](#), we believe in fostering an environment free from discrimination and harassment and ensuring equal opportunities in all areas of employment. We want to ensure that all employment practices are objective and free from bias, are based solely on work criteria and individual merit and meet the broader goals and objectives of Derflan.

It is Derflan's policy to:

- Ensure everyone receives equal treatment in employment policies and working practices;
- Foster an open working environment that is free from discrimination and harassment;
- Employ a workforce that is diverse and provide a work environment that is inclusive;
- Act as an employer of choice and influence our peers and business partners to adopt similar diversity and inclusion standards and goals.



ETHICS

Derflan maintains a commitment to the highest standards of integrity, ethics, and honesty. Our Code of Conduct provides the foundation of that commitment and defines our relationships with our clients, with each other, and with all the people that contribute to our success. We expect our employees to embrace these standards and to act with the highest level of integrity and in accordance with all applicable laws and regulations when doing business with and on behalf of Derflan.



PROFESSIONAL DEVELOPMENT

Derflan recognizes the importance of continual growth and development in retaining our top talent. We provide learning and development opportunities for all employees through access to online courses that encompass a range of topics beneficial to help advance professional growth and education.

Every single employee is afforded the opportunity to grow their professional development via access to an online training platform that Derflan funds. Employees can choose from a variety of live instructor led courses leading towards certification in their field of interest.

To date, Derflan has made over 4000 instructors led and online courses available to our employees regardless of their part or full-time status and their tenure at Derflan.

To find out more about Derflan's commitment to sustainability and corporate social responsibility, contact us at info@derflan.com.