



JUSTICE, EQUITY, DIVERSITY & INCLUSION (JEDI)

Modern Group JEDI Mission:

Modern Group is committed to advancing a culture where Justice, Equity, Diversity, and Inclusion are integrated into daily activities and shared across all ranks of company employees. Modern Group executives respect the experiences and qualities of all people, including those who may differ in their views, principles, or opinions. For Modern Group to grow and prosper, all staff must have opportunities to participate in decision-making processes, creating a culture that values diversity and promotes inclusivity.

Justice:

At Modern Group, Justice means looking into the past to see where processes or decisions resulted in the denial of voice or inclusion of company employees. We must correct and remedy any bad choices, poor performance, inequalities, or injustices that may have resulted from past discrimination or exclusionary practices. Modern Group is creating policies that promote fairness, inclusion, and equality for all.

Equity:

At Modern Group, Equity means all employees have equal opportunities to improve and advance. Equity means that regardless of where an employee came from or what gender they are, the management will promote them according to their abilities. People from disadvantaged groups, such as those with disabilities or ethnic minorities, can find fair representation at Modern Group.

Diversity:

At Modern Group, Diversity is accepting what makes people different, such as education, ethnicity, gender, race, age, sexual orientation, handicaps, party affiliation, political beliefs, wealth, or religion. Modern Group has many employees, and we welcome and respect them all.

Inclusion:

At Modern Group, Inclusion engages employees and makes everyone feel like they belong there. We want our workers to enjoy being on the team and taking responsibility, regardless of their background or origin. When a worker likes to be at work, then a worker becomes more efficient and contributes more to the company's success. By promoting inclusion, Modern Group management experiences less turnover and higher morale and creates a culture of ownership.