



## **6/12/20 Statement from the Boyd Group**

Earlier this week, a screenshot image surfaced on social media with some of our team members on a virtual meeting that included a racist reference. “It is with extreme sadness and disappointment that we are dealing with this incident. There is no question as a company, that we have zero tolerance for harassment, violence, and discrimination of any kind, including racism. Zero tolerance means that it is completely unacceptable. I can confirm to you that we have taken this seriously and our actions reflect this,” said Tim O’Day, President & CEO of the Boyd Group.

### **Boyd Group Actions and Response**

Our Senior leadership team immediately launched a thorough investigation of the incident Wednesday morning (June 10th) and concluded that there was a violation of the company’s zero-tolerance policy on race discrimination. In less than 18 hours, the individuals directly responsible for this incident were no longer employed at Gerber. To respect their privacy rights, the Boyd Group cannot provide information or details regarding the individuals involved in the incident.

In order to quickly communicate the issue to our leaders in every market, Tim O’Day conducted an emergency mandatory teleconference call later Wednesday afternoon. He informed the team about the incident and conveyed that the picture does not depict the values and culture of the Boyd Group. He reiterated the organization's zero-tolerance policy and that there is no room for the behavior depicted in the image.

Mr. O’Day concluded the meeting with the following statement: “I am committed to ensuring we as a company take the appropriate steps, including investing in additional training for our team, as well as enabling and supporting our team members to become

more engaged in changing our local communities.” Mr. O’Day further addressed this issue and reinforced the company’s commitment to a more inclusive workplace with all Boyd Group employees. Our team has also issued updates and statements on social media, including a public apology for the offensive image.

The Boyd Group had clear Diversity & Inclusion, along with harassment and anti-racism, policies in place and was in a position to quickly address the issue both internally and externally. While this incident involved a very small handful of employees in our organization, the Boyd Group is committed to doing more work in this area. Meaningful measures will include training and supporting our entire workforce to become more active in diversity, inclusion and sensitivity in the immediate future.