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## SUNFLOWER PLEDGE

By joining the global Hidden Disabilities Sunflower network, our company pledges to create a supportive and inclusive environment for individuals with non-visible disabilities who may need additional assistance, understanding, or more time.

Specifically, to commit to:

- **Training our workforce:** Before we launch the Sunflower and continue over time, we will aim to train at least 80% of our current and future employees. This training will help them understand what the Sunflower symbol means, what non-visible disabilities are, and how to approach and support individuals wearing the Sunflower.
- **Promoting awareness:** We aim to increase awareness of our Sunflower-friendly approach by sharing information about the Sunflower on our website's accessibility page and, when relevant, on the Sunflower location map. We'll also use our communication platforms to educate our team and customers about different non-visible disabilities, conditions, and chronic illnesses, helping to build understanding.
- **Creating an inclusive environment:** We aim to create an inclusive environment where everyone feels welcome, and people with non-visible disabilities feel respected, valued, and supported.

## OUR PLEDGE

**As a representative of the company, I confirm our commitment to the Sunflower Pledge. By adhering to this pledge, we commit to making a meaningful difference in the lives of those with disabilities, conditions, and chronic illnesses that are not immediately apparent.**