

# DIVERSITY, EQUITY & INCLUSION MISSION STATEMENT

## **TANGER DIVERSITY, EQUITY AND INCLUSION COUNCIL**

Tanger Outlets is deeply committed to representing and reflecting the unique experiences, perspectives and viewpoints of our people, partners, and the communities we serve.

Tanger strives to champion diversity, equity and inclusion for all. This empowers us to reach our full potential, fueling innovation and connection with our employees and the customers and communities we serve.

## **DIVERSITY, EQUITY & INCLUSION**

The Tanger Outlets Diversity, Equity & Inclusion Council will focus on making diversity a top-level focus in our company, our people, our places and our partners - making our diversity a strength in three ways:

People – Many of the greatest ideas and discoveries come from a diverse mix of minds, backgrounds, and experiences. Our company will strive to be more diverse and inclusive, providing equal opportunities to customers, partners, stakeholders, board of directors, and all current and future employees. In doing so, we will cultivate an equitable work environment that better recruits, hires, represents, invests, and promotes diverse peoples; and allows everyone to contribute, participate, and succeed.

Education - Our company will build awareness and educate employees and stakeholders about the value and importance of diversity and inclusion. We will identify topics and best methods of delivery using available research, employee surveys, data, and inclusion practices. Implementation of a robust training program will build the foundation necessary to be good citizens and aligns with our company culture of diversity, equity, and inclusion.

Leadership & Action – Our company will create a safe place which values our employees and stakeholders. We will provide opportunities for everyone to be heard in order to advocate for and uplift change. We will lead this change by partnering, communicating openly, contributing, investing, and building infrastructure that will propel Tanger Outlets forward in the advancement of equity and inclusion for all.