



DEI Policy
Sesame Workshop
DEI Commitment, Strategy & Implementation

Introduction:

Sesame Workshop is a not-for-profit organization whose mission is to help children grow smarter, stronger, and kinder. Part of this mission is our commitment to fostering an inclusive world within Sesame and its community. Sesame Workshop believes in the importance of ensuring diversity, equity, and inclusion (“**DEI**”) not only within our organization, but for all those who work with us, support our mission, or engage with our offerings.

DEI Commitment Principles:

Sesame Workshop is committed to creating an inclusive workplace and promoting inclusive business practices with our contractors, suppliers, vendors, licensees, and other partners (“**SVPs**”), and/or agents (“**Representatives**”). Sesame Workshop seeks to prioritize belonging and apply a human-first approach to its business practices. Sesame Workshop builds upon its history as an innovator in early childhood education and proponent of providing access to learning opportunities to all children to embed DEI within its mission and identity.

Sesame Workshop is committed to being an inclusive leader, and to:

1. Embodying DEI within our overall mission and activities, highlighting our commitment to fostering DEI;
2. Creating content and supporting impactful initiatives that reflect the diversity of our global audience;
3. Evaluating and addressing inequity within our policies, content, and initiatives;
4. Being more intentional and conscious of bias during decision-making processes; and
5. Fostering relationships with like-minded business parties who champion these DEI principles.

Policy:

This DEI Policy (the “**Policy**”) outlines the DEI principles to which Sesame Workshop will adhere and will ask SVPs and Representatives to agree to adhere in creating more diverse, equitable and inclusive business practices. Sesame Workshop may elaborate on this Policy or supplement this Policy with specific procedures or language that will be tailored to a particular partner. Sesame Workshop is committed to complying with all federal, state, and local equal employment opportunity laws. Additionally, this Policy applies to Sesame Workshop’s global activities with consideration for each applicable country’s local laws, regulations, best practices, and customs. Sesame Workshop commits to the following regarding Sesame Workshop’s DEI

efforts, acknowledging that this DEI work is ongoing and that the Policy may evolve over time, and expects that its Representatives and SVPs will also do the following:

1. Not discriminate against any individual or organization on the basis of race, color, gender, disability, or any other legally impermissible basis or retaliate against any individual who reports any act of discrimination.
2. Take all reasonable measures to provide for diverse representation, equitable treatment, and inclusive practices in content, impact initiatives, and any other work.
3. Take all reasonable measures to ensure that Sesame Workshop-related work contains no harmful content, including content that may be deemed inappropriate for a given geographical location, or will promptly notify Sesame Workshop and act quickly to address situations where content may be deemed inappropriate.
4. Take all reasonable measures to ensure inclusive accommodations in workspaces.
5. Ensure that any credible reports or concerns of discrimination are investigated and addressed in a timely manner or will promptly notify Sesame Workshop of the same.
6. Conduct legally mandated anti-discrimination, anti-harassment and other similar training for all covered employees
7. In addition to mandatory anti-discrimination and harassment training, Sesame Workshop conducts unconscious bias training for all employees. In agreements with its Representatives and SVPs, Sesame Workshop may include more detailed DEI Policy obligations, including but not limited to requiring that Representatives conduct similar trainings.
8. Seek to make ongoing improvements to the organization's recruitment and retention initiatives to attract and retain diverse talent.
9. Provide in writing that all SVPs and Representatives will comply with this Policy.

Additionally, Sesame Workshop requires all employees to treat others with dignity and respect and to exhibit conduct that reflects inclusion at work and at all Sesame Workshop-sponsored and participative events, whether at or away from the office. Any employee found to have exhibited inappropriate conduct against others may be subject to disciplinary action, up to and including termination of employment. Employees who believe they have witnessed or experienced any behavior that conflicts with this Policy should report such behavior to a manager or supervisor.

Attached are resources that may be helpful or informative for entities managing their own DEI initiatives. Please note that these materials were developed by third parties, not Sesame Workshop. As such Sesame Workshop does not make any warranties about their efficacy or fitness for a particular purpose. Representatives and/or SVPs are encouraged to curate their own DEI tools and materials.