



**Inclusive Practices Policy**  
**Sesame Workshop**  
**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's values include fostering a culture of belonging and inclusion not only within our organization, but for all those who work with us, support our mission, or engage with our offerings.

**Our 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 uphold belonging and inclusion within its mission and identity.

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

1. Embodying our values within our overall mission and activities, highlighting our commitment to fostering belonging;
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 belonging.

**Policy:**

This Policy (the “**Policy**”) outlines the principles to which Sesame Workshop will adhere and will ask SVPs and Representatives to agree to adhere in creating more 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 applicable 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 inclusion efforts, acknowledging that this 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 anti-harassment training, Sesame Workshop offers inclusive leadership and inclusive workplace learning and development for all interested employees. In agreements with its Representatives and SVPs, Sesame Workshop may include more detailed recommendations.
8. Seek to make ongoing improvements to the organization's recruitment and retention initiatives to attract and retain talent from a broad range of backgrounds.
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.