

## CADIA and ESI Trends

### DEI Champions Council For Retail Automotive

#### STATEMENT OF ANTITRUST COMPLIANCE POLICY

##### A. POLICY

Commitment to full compliance with both the letter and the spirit of the antitrust laws is a fundamental commitment of CADIA and ESI Trends and their respective members and clients. Guidelines for the pursuit of this commitment are set forth in this statement. In case of any question, the Organization's legal counsel should be consulted.

##### B. GUIDELINES FOR CADIA MEETINGS

###### Procedures

1. An agenda for all council meetings should be prepared in advance with assistance from Members and staff and carefully adhered to.
2. Minutes of all council meetings should be prepared, cleared with counsel, and circulated to all who attended.

###### Proper Activities

1. Discussion of industry-wide activities and concerns related to Diversity, Equity & Inclusion, Professional and Organizational development.
2. Exchange of information on best practices, benchmarking, and new developments.
3. Promotion of Diversity, Equity & Inclusion for the industry as a whole.
4. Development of noncompetitive programs, tactics, and resources for voluntary use by industry members.

###### Improper Activities

1. Discussion of pricing or promotional policies, other terms of sale, customer identity or geographic marketing areas.
2. Discussion of commercially sensitive, strategic or confidential information in relation to Members' business.
3. Pressure on particular members or segments to adopt any particular program, policy or tactic.
4. Development of programs or policies designed to exclude some members of the industry.
5. Participation in unofficial or "rump" meetings on any subject which could not properly be discussed at an official meeting.

##### C. MEMBERSHIP

Active membership in this organization is open to any automotive manufacturer, supplier, dealer, or service company. Individual participants must be Diversity, Equity & Inclusion professionals or champions/advocates within their respective organizations. Membership is conditioned on continuing eligibility and payment of dues and/or fees. Denial or exclusion from membership on the basis of any anti-competitive factor is not permitted by law and is contrary to CADIA and ESI Trend's policy.

##### E. Industry Data

1. *Scope.* CADIA and ESI Trends conduct only occasional or specialized benchmarking surveys which are subject to legal review under governing antitrust guidelines before implementation.
2. *Confidentiality.* In the collection of any statistics, collection is under guidelines designed to preclude making data on any individual member known to any organization member. In those cases where statistics are collected by staff, strict policies are established to ensure confidentiality of individual member statistics. In any case, published data are

limited to aggregate data with the understanding that even aggregate data will not be published in cases where the data of individual firms might be determined.

3. *Nature of statistics.* No statistics are collected relating to prices at all, topics are limited to Diversity, Equity & Inclusion, human resources, and professional development-related issues.
4. *Availability.* Data published are made available to all members and to nonmembers upon request and payment of reasonable charge where applicable.

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