



INCLUSION & BELONGING

A workplace with inclusive practices is vital.

Inclusion is a word that are often seen on corporate websites these days. At Lenox, they have been part of who we are since our inception.

We believe that inclusion leads to innovation – not just background but of capabilities, talent, and life experience. We strive to build a community that celebrates our differences, shares perspectives, and encourages people to be their authentic selves when expressing themselves and offering opinions.

LIVING OUR VALUES

Our commitment to inclusion extends beyond our employees to encompass our clients and community. In fact, Lenox has a Inclusion and Belonging Advisory Board that is made up of employees from all levels of our organization. These individuals collaborate to strategize and implement initiatives across the following audiences:



Our Community pillar supports our charitable activities and involvement with programs to support historically underrepresented populations.



Our Client pillar collaborates with clients and prospects through thought-leadership programs, educational events, and materials.



Our PeopleFirst pillar allows us to create opportunities to attract, retain, and promote the professional growth of our talented people.

WE'RE PRIORITIZING COMMUNITY AS THE CORE OF INCLUSION WORK

Further proof of our commitment is Lenox Cares, our charitable organization run by employees. Lenox Cares provides financial support to such worthy charitable organizations as the Make-A-Wish, The Trevor Project, and Alzheimer Association. In addition, Lenox Cares offers employees the opportunity to volunteer their time and talents at the institutions they care about most.

Through our parent company NFP, we've also been able to partner with several other institutions that track and provide best practices to further our Inclusion and Belonging goals, including Financial Alliance for Racial Equity (FARE), GenHERation, and nonprofit Year-Up.



“Inclusion is an integral part of Lenox culture because we truly believe that we are stronger together when our uniqueness as individuals is valued.

- Greg Large, President

LEADERSHIP DRIVES ACTION

- Our President, Greg Large, has signed a pledge with CEO Action for Inclusion & Belonging as a commitment to advance inclusion in the workplace.
- For the seventh consecutive year, Lenox has been certified a Great Place to Work[™]. We are proud of this accomplishment, but even more importantly, we are gratified by the recognition that we are living up to the guiding principles on which Lenox was founded.
- Lenox was recently named an Inclusive Workplace by Best Companies Group in partnership with COLOR Magazine. To achieve this recognition, the evaluation encompasses crucial aspects such as inclusivity, belonging, psychological safety, community, and purpose.



OUR ONGOING COMMITMENT

Like most companies, Lenox prioritizes growth. Welcoming a rich inclusion of perspectives directly relates to our ability to innovate and achieve our growth objectives. To deliver meaningful solutions for our clients, we must build a community that reflects the clients we seek to serve. This requires focus, commitment, and continuous refinement, and we will continue devoting energy and resources to make sure we are always moving forward.

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