



JEDI 2.a - JEDI Commitment Statement - Blaze Partners Holding Co. 2026

At Blaze, we believe that the best ideas, strongest partnerships, and greatest impact come from embracing diverse perspectives and creating an environment where everyone feels they belong. Guided by feedback from our team, our Justice, Equity, Diversity, and Inclusion (JEDI) efforts are focused on three key priorities: strengthening our community impact, broadening the diversity of perspectives within our work and organization, and supporting employee wellbeing.

We recognize that building a more equitable and inclusive workplace is an ongoing commitment that requires intention, accountability, and continuous learning. We strive to embed JEDI principles into how we hire, collaborate, make decisions, serve our clients, and engage with our communities.

To support these priorities, Blaze Partners is committed to:

- **Strengthening community impact** by partnering with organizations that create positive social and environmental change, encouraging employee volunteerism, and using our skills to help mission-driven organizations amplify their impact.
- **Broadening diverse perspectives** by fostering an inclusive workplace where every employee is encouraged to contribute, continuously improving our hiring and recruitment practices, seeking diverse voices in our work, and creating opportunities for learning and open dialogue.
- **Supporting employee wellbeing** by cultivating a culture of trust, flexibility, psychological safety, and professional growth where employees feel valued, supported, and empowered to thrive.

We will regularly evaluate our progress through employee feedback, ongoing education, and periodic reviews of our policies and practices. As a Certified B Corp, we believe that advancing justice, equity, diversity, and inclusion is essential to building a business that creates lasting value for our employees, clients, communities, and the environment.