

Annual Compliance Training

Enabling our talent at H&R Block includes a commitment to providing our associates with impactful and meaningful training. Within thirty days of hire, all corporate regular, seasonal, and field associates are required to take the Discrimination-Free Workplace and Workplace Harassment trainings; and review our Anti-Discrimination and Anti-Harassment Policies.

Unconscious Bias Training

As part of our ongoing efforts, we conducted an impactful Unconscious Bias training program. This initiative was rolled out to 125 influential leaders across the organization, including every member of our Senior Leadership Team. Furthermore, we extended the training opportunity to multiple departments within our organization. The Unconscious Bias training program played a vital role in helping us gain valuable insights into our individual biases and fostering open dialogue about potential barriers in the workplace. By actively listening to the voices of marginalized individuals and acknowledging privileges that exist in the workplace, we took significant steps towards creating a more inclusive environment. This training helped our associates deepen their understanding of one another and further developed a greater appreciation for the unique qualities that define each individual within our organization.

Council for Inclusive Capitalism

Last year, our President and CEO, Jeff Jones, joined the Council for Inclusive Capitalism. Through this membership, H&R Block commits to measurable and meaningful acts that create equality of opportunity, equitable outcomes, and fairness across generations and to those whose circumstances prevent them from full participation in the economy.

Belonging@Block

We continually reflect on our management approaches to improve diversity and inclusion in the workplace, including discussions with our Board of Directors, to review how we can provide a sense of belonging within the company for our associates - what we call Belonging@Block. One of the many ways we work to foster a Connected Culture across the organization for associates, tax professionals, and franchise teams is through our six Belonging Groups:



COLORS (Community Organizing for LGBTQ+ Opportunity, Resources and Support) provides an inclusive space for our LGBTQ+ community and allies while cultivating understanding within the company and taking this to the communities we serve.



The H&R Block Women's Network connects, helps, and motivates women in their pursuit of professional success and personal fulfillment.



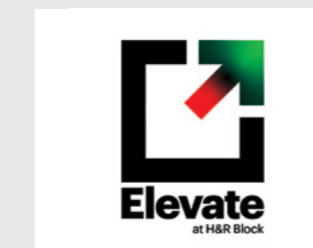
Neurodiversity at H&R Block supports neurodiversity in all forms — from neurodivergent associates, their leaders, and anyone supporting a neurodivergent loved one.



The Young Professionals Network helps younger associates become change agents and thought leaders by providing professional development, volunteer, and mentorship opportunities.



The Veterans Belonging Group provides a common and acknowledged voice for military veterans ensuring support for their concerns, issues, and inclusion.



The Elevate Belonging Group was created in July of 2022 as a resource to elevate, improve, and champion the professional development of Black associates and advance cultural awareness.

To help familiarize our associates with all we have to offer, last fall we hosted a **Belonging Splash**, a week-long celebration of the many ways each of our associates Belong at Block. Associates were able to join both in-person and virtually to learn about each Belonging Group.

In addition to Belonging Groups, our **Block Buddy** early mentorship program pairs new associates with tenured associates for guidance and assistance where needed. The program is designed to help new associates navigate their first three months on the job by matching them with a more experienced colleague. All corporate, non-seasonal associates have the option to sign up for a Block Buddy during the onboarding and orientation process.

Further demonstrating our commitment to fostering a sense of belonging, where every voice is heard and associates feel safe, included, and inspired, in April of 2023, we unveiled a **sensory room** for our associates at our corporate headquarters building. Sensory rooms are safe, quiet places that can help adults reduce stress and overstimulation and improve creativity and focus. The carefully curated room includes a calming sound machine, a tranquil environment, bean bags, sensory fidgets, and dim lighting; and provides a space for associates to check in and acknowledge their mental health and well-being throughout the workday.