

SLEEPY HOLLOW LOCAL DEVELOPMENT CORPORATION

DIVERSITY POLICY

The members of the board (the “Board”) of the Sleepy Hollow Local Development Corporation (the “Corporation”), a duly established local development corporation created pursuant to Section 1411 of the Not-for-Profit Corporation Law of the State of New York, believes in diversity and values the benefits that diversity can bring to the Corporation. Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensures that the Corporation has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for better governance.

The Corporation seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the Village of Sleepy Hollow for which the Corporation was established. For purposes of Board composition, diversity includes, but is not limited to business experience, geography, age, gender, and ethnicity.

The Corporation is committed to maintaining a merit based system for Board composition within a diverse and inclusive culture which solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Corporation will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

Approved and adopted January 13, 2020.

Approved and adopted March 20, 2023.