



REPLACEMENTS, LTD.

Tableware . Silver . Estate Jewelry

Replacements Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

Replacements is 1 of only 7 companies in the nation to achieve a 100% rating since the index began in 2002.

GREENSBORO, N.C., November 30, 2023 – Replacements, the world's largest retailer of china, crystal, silverware, jewelry, accessories and more, proudly announced that it received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

Replacements joins the ranks of 545 major U.S. businesses that also earned top marks this year and is 1 of only 7 companies in the nation to achieve a 100% rating since the index began in 2002, and the only North Carolina-based company to achieve a perfect score every year. Other companies that have received this score include Apple, Nike, and American Airlines.

Founder and CEO Bob Page said, "We are proud to once again stand with the nation's leading employers. Our commitment to LGBTQ workplace inclusion is unwavering. We have a deep commitment to treating our people fairly and doing what we can to say, 'we see you, and you belong here.'"

As a gay man himself, Bob is an extremely passionate advocate for LGBTQ+ rights and has publicly championed equality efforts for four decades. Growing up in rural North Carolina he was faced with much adversity and has done everything in his power to ensure others do not have to suffer in the same manner.

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion. While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion," said RaShawn "Shawnie" Hawkins, Human Rights Campaign Sr Director of Workplace Equality. "Our goal at the Human Rights Campaign Foundation is to work in a spirit of partnership with companies, providing educational resources and leading benchmarking, and collaborating on ways for businesses to support the LGBTQ+ community at a time when we face unprecedented legislative attacks, heightened anti-LGBTQ+ rhetoric and physical violence. The CEI is an ever-evolving tool – a blueprint that companies can use to show up more effectively in supporting their LGBTQ+ employees and their families."

The results of the 2023-2024 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI

included 319 participants, and the 2023-2024 CEI now includes 1,384 participants; further demonstrating the tremendous trajectory of the CEI, a record-breaking 1,340 businesses have non-discrimination protections specific to gender identity, up from just 17 in 2002. These critical non-discrimination protections cover 21 million employees in the U.S. and around the globe. Replacements' efforts in satisfying all the CEI's criteria earned a score of 100 and the designation as recipient of the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion*.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million outside of the U.S. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

About Replacements, Ltd.

Based in Greensboro, North Carolina, Replacements is the world's largest retailer of china, crystal, silverware, jewelry, accessories and more. Their 500,000-square-foot, stacked-to-the-rafters warehouse is packed with potential. The finds they have faithfully saved, carefully preserved and archived are testaments to survival and patience, now ready for another lifetime of voices, stories, laughter, and love. With a collection of over 11 million unique and treasured pieces, Replacements is the go-to resource and largest database within the tabletop industry, offering a vast array of services. Since 1981, Founder & CEO Bob Page has been on a mission to find the perfect homes for the treasured pieces of vintage and current tableware, and collectibles so that they can live on for another lifetime, inspiring generations to celebrate, gather, and entertain.

About The Human Rights Campaign

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

Media Contact:



Magrino PR
replacements@magrinopr.com

www.replacements.com