

# Sotheby's

INTERNATIONAL REALTY

Dear Sotheby's International Realty® Community,

A week ago, I was deeply encouraged to see so many signs of progress in the fight against coronavirus as infection rates slowed in many regions and the economy and real estate market gained momentum. This positivity carries on as the team continues to outline next steps for reopening offices in the communities we serve.

However, over the last week, our global society has been painfully reminded of how much progress we have yet to make in another important fight: racial inequality.

I recognize it can be challenging to determine how to individually contribute to create societal change. As I wrestled with the question of how and where to begin, I found inspiration from Dr. Martin Luther King, Jr. who taught us that, "the time is always right to do what is right."

"Doing what is right" is central to our culture at Sotheby's International Realty. I want to be clear that Sotheby's International Realty in no way condones or tolerates racism or discrimination. Our long-standing commitment to Fair Housing and recognition by the Ethisphere® Institute as one of the "World's Most Ethical Companies" are evidence of this. Of course, these issues of racial inequality go beyond the walls of our company and there is clearly more that we can do to support a future where no one is treated differently based on the color of their skin.

As a leader, I pride myself on considering what it's like to "walk in someone else's shoes," yet that is impossible for me to do so in this situation. What I can do is make sure that we do our part to create a culture where everyone feels safe, respected, and valued. We can control the words we use, the actions we take, and how we treat one another. We are committed to ensuring that we have a welcoming and inclusive environment where all backgrounds and cultures can thrive.

The *Sotheby's International Realty* network has proven that through the current health crisis we can support one another in times of disaster and, as we stand up against racial inequality, we can continue to be in this together.

Please know that I welcome feedback from any member of the *Sotheby's International Realty* community worldwide on how we can become more inclusive and support global equality. Please feel free to contact me at [Philip.White@sothebys.realty](mailto:Philip.White@sothebys.realty).

Yours,



Philip White

President and Chief Executive Officer  
Sotheby's International Realty