



# Diversity, Equity, and Inclusion Commitment Statement

Our commitment to fostering a culture of inclusion and belonging where everyone has equitable opportunities and feels welcome, respected, and valued is supported by deep-rooted core values, one of which is diversity.

We aim to attract, hire, develop, promote, and retain employees from a full spectrum of diversity including age, abilities, race, ethnicity, gender identity, sexual orientation, religion, education, political affiliation, military service, communication style and socioeconomic background to be reflective of the communities we serve.

We intentionally foster a welcoming, inclusive, and respectful culture where every individual feels that they are accepted as their authentic self in an environment where they are valued and where they belong. We work to ensure that everyone is afforded equitable advancement opportunities, compensation and recognition to grow and thrive—personally and professionally.

Collectively, our diverse perspectives enable us to deliver more innovative, sustainable, and equitable solutions to our clients and communities.

As an affirmative action employer, we have strategies in place to increase the representation of women, individuals from all racial and ethnic backgrounds, protected veterans, and people with disabilities in all job classifications and levels. We actively track this self-identification data and transparently share the information.

We recognize that our efforts are built on our everyday actions and have no end date; we will always be iterating and improving.

