



Diversity, Equity & Inclusion (DEI) Policy

“Companies that are diverse, equitable, and inclusive are better able to respond to challenges, win top talent, and meet the needs of different customer bases.”

- McKinsey & Company

Diversity is the acceptance of difference, whether gender, age, sexuality, ethnicity, belief, physical ability, neurodiversity or any other human attribute. It looks to welcome and support underrepresented groups.

Equity considers the needs of individuals and adjusts treatment to ensure equal outcomes. It recognizes that disparities are often rooted in historical as well as contemporary injustices and disadvantages.

Inclusion leverages diversity, ensuring employees feel welcome and respected. Where inclusion is at work, differences are valued, and employees feel empowered to make meaningful contributions.

Key findings of McKinsey Report: “Diversity Wins”

- Most employees support diversity and see its benefits in the workplace.
- There’s a strong correlation between gender diversity and top quartile performance.
- McKinsey’s 2019 study: 36% performance bump for companies with ethnic/racial diversity.
- In specific markets, equity and inclusion are still viewed negatively.
- Highly creative and productive workers are more likely to be attuned to the emotional, social acceptance of their workplaces, and seek employment based on these perceptions.
- Better decision-making is correlated to having multiple perspectives in top management.
- Companies with a diverse workforce are better at predicting market shifts and innovating to address market preferences.

Our Policy:

- 1) Work to achieve a gender-balanced representation of office, shop, and site staff.
- 2) Provide training to enhance our understanding of diversity and inclusion.
- 3) Adopt a pay scale that reflects equal pay for work of equal value.
- 4) Provide a physically accessible work environment.
- 5) Include DEI positive images and messaging in our marketing activities.
- 6) Establish a third-party grievance, monitoring and evaluation program.
- 7) Review DEI policy and outcomes annually.

Adopted: July 18, 2024