



DIVERSITY & INCLUSION CHARTER

Our VISION

We aim to foster a respectful, open and collaborative work environment that benefits from and values the spectrum of individual differences.

Our PRINCIPLES

- We have a duty to positively impact our employees, communities, and other stakeholders
- We recognize that effective teams are diverse teams, where different views, perspectives, and experiences are encouraged and valued
- It is our collective responsibility to respect and support teammates of all distinctions
- Diversity & Inclusion (D&I) is essential to our innovation and success

Our PRIORITIES

- Communicate our D&I beliefs and engage with stakeholders that demonstrate the same values
- Educate employees on the social and business benefits of D&I
- Develop leaders throughout the organization that embrace diversity and foster an inclusive culture
- Define D&I programs that benefit our communities and business

Our ACTIONS

- Build a diverse leadership team and governance structure
- Attract, develop, and retain a diverse workforce
- Prioritize and integrate D&I into our recruitment, development, and promotion processes
- Provide equal opportunity to all employees for learning and growth
- Measure and actively monitor D&I programs and initiatives