



# Culture and Belonging Statement

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

We are committed to attracting, hiring, developing, and retaining talented individuals with a wide range of backgrounds, experiences, and perspectives. We strive to foster a workplace where every individual is respected, supported, and has the opportunity to succeed. Our focus is on providing opportunities for growth, recognition, and advancement so all employees can thrive both personally and professionally.

Collectively, our broad array of perspectives enable us to deliver more innovative and sustainable solutions to our clients and communities.

We understand that progress is driven by our daily actions, and we remain committed to continuously improving and fostering a workplace of belonging.

