

## **Diversity, Equity, Inclusion (DEI)**

Emmaus is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Our diversity initiatives are applicable, but not limited, to our practices and policies on hiring; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Emmaus have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Discrimination is not to be tolerated and we request that any employee who believes they are being discriminated against or who is aware of discrimination involving any other employee, bring it to the attention of their immediate supervisor or any management personnel.

The purpose of this policy is not to set certain classes of individuals apart for reasons of different, better or worse treatment; nor to try to regulate our employees' personal morality; but rather to promote the policy of equality.