



# Intersectional Diversity, Equity, and Inclusion (IDEI) Statement

August 2024



We envision a world where people in all their diversity belong and thrive. And for over a decade, we have pioneered efforts to contribute to building more equitable companies that represent the world we live in. We understand that diversity enhances innovation, decision-making, and problem-solving.

**Intersectional Diversity, Equity and Inclusion form the cornerstone of our work**, both internally and externally.

Internally, we commit to an IDEI action plan that holds us accountable to our goals and that we update annually. Part and parcel of this is recruiting, retaining, and embracing a diverse team, tracking team diversity and holding ourselves accountable in our workforce composition. We intentionally cultivate a culture of inclusion where our team members feel safe, respected, heard, and valued.

In our work with partners and clients, we are pragmatic and proactive, tailoring solutions that enhance opportunities for everyone. We are committed to continually improving how we apply an intersectional lens in projects.

We are proactive in our IDEI approach and steadfast in a culture of continuous learning and internal reflection. We embrace that the journey toward inclusion and diversity is ongoing and concepts are evolving, and we are committed to challenging ourselves and those around us to keep improving.