



Diversity, Equity, and Inclusion Statement

At ITASCA International Inc., we are committed to fostering a work environment that embraces and celebrates diversity in all its forms. We believe that inclusion and diversity of backgrounds, perspectives, and experiences are crucial to our success as a global consulting firm. Our Diversity, Equity, and Inclusion (DEI) statement reflects our commitment to cultivating a culture that values and respects differences and ensures equal opportunities for all employees, regardless of their background.

1. **Diversity:** We strive to attract and retain talented professionals from around the world, recognizing that diversity not only enhances our creativity and innovation but also enables us to better understand and serve our diverse client base. Our teams includes professionals from all races, ethnicities, genders, sexual orientations, abilities, religions, and socioeconomic backgrounds.
2. **Equity:** We are committed to creating a fair and equitable workplace where individuals are treated with dignity and respect. We ensure that our hiring processes, promotion opportunities and compensation structures are based on qualifications and abilities, and that ongoing training and development programs are free from bias and offer equal opportunities for professional growth. We believe that everyone should have an equal chance to succeed, and we actively work to remove any barriers that impede this.
3. **Inclusion:** We strive to create an inclusive work environment where everyone feels valued, respected, and included. We foster a culture of open dialogue, collaboration, and mutual understanding, recognizing that diverse perspectives enrich our decision-making processes and lead to better outcomes for our clients. We embrace the multiple dimensions of diversity that each member of our community offers, including, but not limited to, race, ethnicity, sex, gender identity, sexual orientation, socioeconomic circumstance, national origin, geographic background, immigration status, ability and disability, physical characteristics, veteran status, political ideology, religious belief, and age.
4. **Employee Support and Engagement:** We are dedicated to supporting the personal and professional growth of our employees. We provide resources and opportunities for ongoing education and development, ensuring that our employees have access to the tools and skills necessary to succeed. We actively listen to our employees, seeking their input and feedback, and provide a safe and inclusive space for them to express their ideas and concerns.



5. **Accountability and Transparency:** We are committed to regularly monitoring progress and holding ourselves accountable for progress in our DEI initiatives. We regularly assess our policies, practices, and programs to ensure they align with our DEI goals. We strive to be transparent, sharing our progress and challenges with our employees, clients, and other stakeholders so that we can learn and grow together.
6. **Discrimination and Bias:** Our organization is committed to fostering a diverse and inclusive environment where individuals are treated with respect and dignity. We stand against discrimination, hate, and bias in all forms and are committed to creating a safe and welcoming space for all members of our community. We believe that every individual deserves to be valued and accepted for who they are, regardless of their race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic. We actively work to challenge stereotypes, confront prejudice, and promote understanding and acceptance among our employees, clients, and other stakeholders. We recognize the importance of listening to and amplifying the voices of marginalized communities, and we are committed to advocating for social justice and equality. Discrimination, hate, and bias have no place in our organization, and we are committed to taking proactive measures to promote diversity, equity, and inclusion at all levels.

In summary, our DEI statement reflects our dedication to building a diverse and inclusive professional consulting company. By fostering an environment that embraces differences, treats everyone fairly, and values inclusion, we believe we can unlock the full potential of our employees, drive innovation, and deliver exceptional value to our clients.