



DIVERSITY AND INCLUSION POLICY

Intent

BBK Consulting, Inc. is committed to an inclusive workplace that welcomes, respects and values the diversity of its employees and supports them to actively engage in the workplace and achieve their full potential. The Company is equally committed to a diverse workforce that reflect the qualities and differences of the broader population it serves. The Company recognizes that diversity contributes to business success and benefits its employees, customers and stakeholders.

BBK Consulting, Inc. believes in a workplace that is equitable, respectful and free from discrimination or harassment. The Company's commitment to diversity and inclusivity aligns with our Values, Vision and Mission, and works in conjunction with our Workplace Violence, Harassment and Bullying Policy. The Company will act in compliance with all Local, State and Federal Human Rights guidelines to maintain a barrier free workplace for everyone.

Definition of Diversity and Inclusion

Diversity means individual differences or varying characteristics. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Inclusion means the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Alignment with our Values, Vision and Mission

BBK Consulting, Inc. encourages and promotes diversity in the workplace. Our Company's success is a reflection of the wide array of perspectives that results from different backgrounds and abilities. This is the foundation of who we are and will continue to support the organization's innovative and dynamic culture.

The Company's commitment to diversity and inclusivity includes implementing strategies within the organization which include but is not limited to:

- Onboarding individuals whose skills and abilities contribute the most to the success of the organization and who reflect the communities in which we live and work.
- Ensuring diversity at all levels of management.
- Identifying and removing barriers for diverse employees when it comes to advancement and retention.
- Incorporating diversity and inclusion principals in all policies and procedures.
- Providing training and education for all employees to help them understand the meaning, importance and value of diversity and inclusion.
- Inform all employees on the complaints process as outlined in the Workplace Violence, Harassment and Bullying Policy.

Acknowledgement and Agreement

I, _____, acknowledge that I have read and understand the Diversity and Inclusion Policy at BBK Consulting, Inc. I agree to adhere to this policy and will ensure that employees working under my direction adhere to this policy.

Employee Name (Please Print)

Date

Employee Signature

Manager Signature