



## **NCASI's Statement of Commitment to Diversity and Inclusion**

NCASI is committed to fostering, cultivating, and preserving a culture of Diversity and Inclusion.

For NCASI, “diversity” is represented by each staff member’s unique life experiences, knowledge, innovation, self-expression, unique skills. The people of NCASI are genuinely our most valuable asset. The collective sum of individual differences, and the investment our staff makes in their work, creates our reputation, defines our culture, and drives the quality of our work on behalf of our Members. We believe a diverse group of problem-solvers is better positioned to find innovative solutions to complex challenges, based in science, for our industry. For these reasons, and others, we embrace our employees’ differences.

NCASI considers “inclusion” to be fostering a culture of belonging, by treating others with dignity and respect. This commitment to diversity and inclusion encourages and reinforces:

- Respectful communication and cooperation among all staff members;
- Teamwork and employee participation, permitting the representation of all groups and staff perspectives; and
- Work/life balance through flexible work schedules to accommodate staff members’ varying needs.

NCASI’s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and the ongoing development of a work environment built on the commitment to diversity and inclusivity. All NCASI staff 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.

Any staff member found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action including potential discharge.

Any staff member who believes they have been subjected to any kind of behavior that conflicts with NCASI’s diversity and inclusion policy and initiatives should seek assistance from a supervisor or contact Human Resources.