



DIVERSITY, EQUITY & INCLUSION STATEMENT

APTIM is committed to creating and maintaining a diverse, equitable, and inclusive workplace for all our employees, contractors, and business partners. We believe that a diverse and inclusive environment is critical to our success as a company and is essential to creating a culture of innovation, collaboration, and respect.

We are committed to fostering a culture inclusive of diverse backgrounds, perspectives, experiences, and ideas free from discrimination, harassment, and bias. We will not tolerate any form of discrimination or harassment based on age, citizenship, color, disability (physical or mental), gender, gender identity, familial or marital status, national origin, race, religious creed or religion, sex, sexual orientation, veteran or military status, genetic information, or any other legally protected classification.

We are dedicated to promoting diversity, equity, and inclusion in all aspects of our business, included but not limited to:

- Recruiting, hiring and advancement
- Professional development and training
- Employees engagement and retention
- Community outreach and partnerships
- Supplier Diversity

We acknowledge our inherent distinctions as individuals and the realization that each person is unique. Skills, experience, thought, age, citizenship, color, disability (physical or mental), gender, gender identity, familial or marital status, national origin, race, religious creed or religion, sex, sexual orientation, veteran or military status, genetic information, ethnicity, cultural or socioeconomic background, political or ideological beliefs, as well as other aspects like lifestyle and family duties, can all be seen as sources of these inequalities

APTIM's diversity initiatives are applicable to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreation programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of 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.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve promote greater understanding and respect for diversity.

All APTIM employees have a responsibility to treat others with dignity and respect in our workplace and when representing APTIM.

APTIM expects all employees to exhibit conduct that reflects inclusion during work, at work functions on or off work site, and at all other company sponsored and participative events.

APTIM expects employees to treat each other with respect and dignity.