

# Diversity, Equity, Inclusion and Belonging

## Mission Statement

We commit to an inclusive culture that provides the same access to opportunities for all. We hold each other accountable to respect diversity of thought and personal experiences to improve outcomes.



Zenith believes diversity, equity, inclusion, and belonging (**DEIB**) are essential to our business strategy. Our goal is to practice the following with intention:

- Attract, retain and advance talented employees who reflect increasingly diverse populations
- Foster an inclusive workplace
- Create business solutions that honor the ever-changing needs of the markets we serve
- Care for the communities where we live and work through outreach and service to others

## A Pledge From Our Leaders

We believe that a more diverse organization makes for a stronger business and are committed to developing a culture that is broadly inclusive. We embrace diversity of identity, experience and thought, continually striving to uphold behaviors that reflect these values.



We pledge to model and cultivate a trusting environment where constructive ideas and diverse perspectives are welcomed and employees feel comfortable and empowered to experience the enriching power of diversity, equity, inclusion and belonging.

## Accept, Appreciate & Celebrate



- We will seek to accept and understand the characteristics that make us different, ultimately making us better. We celebrate the rich diversity within our workforce and customer base.
- We will provide a trusting environment and workplace culture where employees feel supported to bring their views and perspectives.
- We recognize and celebrate people at all levels for contributing to our success.
- We assume the best in others and nurture a culture of positive intent.



## Listen Openly with Humility

- We will listen openly to others with humility, vulnerability and curiosity so people feel heard.
- We will improve trust and understanding by acknowledging what we don't know and learning from one another.

## Create Brave Conversations

We will create and support a safe environment where honest, constructive conversations that build authentic connections are encouraged and supported.



- We will start conversations, ask questions, learn about others' experiences and be vulnerable, open, honest and fair.
- We will engage in potentially difficult conversations to maintain an environment where people gain greater awareness of each other's experiences and perspectives.

## Learn and Grow Together



- We will take responsibility as leaders to educate ourselves and to be intentional about setting the tone for our employees to build a diverse and inclusive culture.
- We will bring intentional and focused changes by recognizing and learning about and recognizing unconscious bias.

## Be Brave



- We will speak up and call out racism and other forms of oppression whenever we see or hear them.
- We are committed to take action to interrupt bias and advocate for inclusion.

## Nurture & Develop

- We will commit to making diversity recruitment intentional and fair, bringing in and advancing the best talent to enrich and broaden our workplace.
- We will invest in developing diverse talent to foster innovation and creativity.