



**DIVERSITY  
EQUITY  
INCLUSION**  
APIS SERVICES, INC.

## Commitment Statement:

Apis Services is committed to creating an inclusive culture where all employees feel valued, welcomed and supported.

## Mission Statement:

Our mission is to cultivate and preserve a culture of diversity, equity and inclusion where people are our MVP's and an investment into their individual differences, lived experiences, innovation, creativity, self-expression and unique capabilities and talents are essential to our success.

## Vision Statement:

Our vision is to create Centers of Excellence where we embrace differences in age, color, disability, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our people unique.

## Guiding Principles:

- Trust the Process
- Challenge Each Other with Respect and Dignity
- Support a Healthy Organizational Culture
- Remind Others that DEI Advancement Happens Over Time

## Overall DEI Objective:

Our overall objective is to ensure that our policies on recruitment and retention; professional development and training; and organizational development, culture and behavior support an inclusive and equitable workplace for all employees.

## DEI Definitions:

- **Diversity** is the presence of differences in a given setting such as the workplace. Typically refers to race and gender but can include ethnicity, religion, nationality or sexual orientation. Individuals provide unique perspectives and bring diversity to the workplace.
- **Equity** is an approach that ensures everyone has access to the same opportunities while recognizing that not all of us start from the same space and place due to advantages (privilege) and barrier that exist; a process that seeks to address and correct imbalances.
- **Inclusion** is a practice where people with different identities feel valued; welcomed and leveraged within the workplace.