

## Eichberg Construction

### Commitment to Creating a Diverse, Inclusive and Equitable Workplace and Culture

We will:

- Mutually respect the human dignity of every employee.
- Provide equal employment opportunities without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.
- Encourage all employees to develop their capacities to maximum potential through the provision of all appropriate training opportunities.
- Seek ways of perpetuating high morale through fair and equitable treatment of all employees.
- Hold employees accountable to practice inclusive, non-discriminatory behaviors.
- Address violations directly, confidentially, and in a timely manner.
- Pay fair wages based upon the job requirements and individual performance in that job.