

DIVERSITY AND INCLUSION

At FD Stonewater, we are committed to diversity and inclusion throughout our company to ensure that a wide range of experiences, perspectives, and skills bear upon the company's ability to provide better solutions, drive innovation and creativity, and enhance decision making. The unique experiences, perspectives and viewpoints of our employees are valued assets of the company, but those assets can only be fully realized when employees feel valued, respected, included, and empowered.

As such, we are committed to a workplace culture that values and promotes diversity, inclusion, collaboration, fairness, and equal employment opportunities. This includes:

- Applying principles of equity to provide equal employment and advancement opportunities for qualified individuals drawn from diverse backgrounds.
- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing diverse employees.
- Promoting respectfulness, cultural awareness, and inclusivity by:
 - Fostering a collaborative work environment that respects the unique perspectives, experiences and needs of our employees; and
 - Empowering and providing opportunities for all employees to express themselves, exchange ideas, and feel heard.

Diversity and inclusion are related but distinct concepts. Diversity refers to a workforce comprised of individuals of varying gender, religion, race, age, ethnicity, sexual orientation, education, physical ability, military or veteran status and other attributes, including differences in backgrounds, locations, experiences, perspectives, thoughts, interests, and ideas. Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, develop and advance professionally.

By adhering to the principles of diversity and inclusion, the company intends to foster an environment that attracts the best talent, values diversity of life experiences and perspectives, and encourages contribution and innovation from all employees in pursuit of the company's mission. This requires that the management and each employee of the company continue to challenge themselves to ensure that these principles are upheld.