

## Diversity, Equity, Inclusion, and Belonging (DEIB) Statement:

At Olver International, LLC we are deeply committed to fostering a culture that embraces and prioritizes Diversity, Equity, Inclusion, and Belonging (DEIB) in every aspect of our operations. We firmly believe that these principles are not only fundamental to creating a thriving and innovative workplace but also essential for addressing systemic inequalities and creating a more equitable and just society.

**Diversity:** We recognize that diversity encompasses a broad range of visible and invisible attributes, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, nationality, and socioeconomic background. We celebrate the uniqueness and value of each individual and actively seek to create an environment where all voices are heard, respected, and included.

**Equity:** We are dedicated to promoting equity by actively working to eliminate barriers and systemic biases that impede the progress and success of underrepresented groups. We strive to ensure fairness, equal opportunities, and impartial treatment for all individuals, regardless of their background or identity. We are committed to identifying and rectifying any disparities in representation, access, and outcomes within our organization.

**Inclusion:** We foster a culture of inclusion where every person feels valued, respected, and empowered to contribute their authentic selves. We actively seek diverse perspectives, encourage open and honest dialogue, and create spaces that are safe and welcoming for all. We believe that inclusion not only enhances collaboration and creativity but also drives innovation and better decision-making.

**Belonging:** We recognize that true inclusion goes beyond mere representation and requires creating a sense of belonging for all individuals. We strive to cultivate an environment where everyone feels a deep sense of connection, ownership, and camaraderie. We promote a culture that actively dismantles biases, fosters empathy, and supports each other's personal and professional growth.

**Responsibility:** We hold ourselves accountable for advancing DEIB principles at every level of our organization. We commit to continually assessing our policies, practices, and programs to ensure they promote diversity, equity, inclusion, and belonging. We actively seek feedback, engage in ongoing education, and challenge ourselves to learn from diverse perspectives and experiences. We acknowledge that creating meaningful change is an ongoing process, and we remain dedicated to continuously improving and evolving.

**Collaboration:** We recognize that creating lasting change requires collective effort and collaboration. We actively seek partnerships with individuals, organizations, and communities that share our commitment to DEIB. By fostering strategic alliances, sharing best practices, and collaborating on initiatives, we can make a more significant impact and contribute to a more inclusive and equitable society.

As we move forward, we pledge to embed DEIB principles into all areas of our company's operations and decision-making processes. We acknowledge that our DEIB statement is not a static document but a living commitment that requires constant reflection, learning, and action. We invite all members of our organization and stakeholders to join us on this journey as we strive to build a more diverse, equitable, inclusive, and belonging workplace and world.

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