

GREYSTONE PROGRAMS, INC.

Title: HR-26 - Diversity, Equity and Inclusion (DEI) Policy

Applicability: This policy applies to all employees, applicants for employment, interns, contractors, people supported, and persons conducting business with Greystone Programs.

Responsibility Center: Human Resources Department

Policy: Greystone Programs Inc. is committed to fostering an environment that values and celebrates diversity, promotes equity and ensures inclusion for all people. We believe that diversity in all its forms is not only a fundamental human right, but also a driving force behind innovation, creativity, and success in achieving our mission.

Our DEI policy embodies our commitment to these 6 principles:

1. Diversity: We recognize and appreciate the unique backgrounds, experiences, perspectives and talents that every individual brings to our agency. We are dedicated to building a diverse environment that mirrors the richness and complexity of the world around us. By embracing diversity, we aim to create a vibrant and inclusive community within our organization.

2. Equity: We are dedicated to creating a fair and just where everyone has equal opportunities to grow, advance and thrive. Greystone actively promotes policies and practices that ensure equitable access to resources, benefits and opportunities for all.

3. Inclusion: We strive to cultivate a culture of inclusion where all voices are heard, valued and respected. We encourage open dialogue and collaboration to foster a sense of belonging. By actively seeking and integrating diverse

perspectives, we aim to drive innovation, creativity and excellence in everything we do.

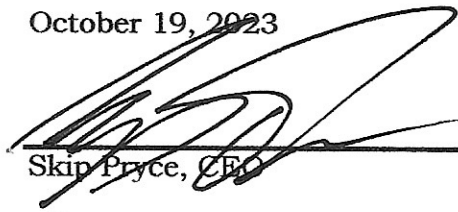
4. **Respect and Dignity:** We uphold the principles of respect and dignity for all people, regardless of their race, ethnicity, gender, gender identification, sexual orientation, age, religion or any other characteristic. Discrimination, harassment, bias have no place within our organization, and we are committed to preventing and addressing such behaviors promptly and effectively.

5. **Continuous Improvement:** We understand that our DEI journey is ongoing and we are committed to continuous learning and improvement. We regularly assess our policies, practices and initiatives to ensure they align with our DEI values and objectives.

6. **Leadership Accountability:** Our leadership team is fully accountable for upholding our DEI Principles. They are responsible for setting the tone and leading by example to ensure our commitment to diversity, inclusion and equity is reflected in every decision we make.

Date: October 19, 2023

Approval:


Skip Pryce, CEO

10/19/2024
Date

Distribution:

All