



Diversity, Equity and Inclusion (DEI) Statement

At Greystone Programs, we are 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 statement 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.

At Greystone Programs, we believe that our diversity is our strength, equity is our goal and inclusion is our practice. Together, we will continue to build an environment where everyone is valued, respected, and empowered to reach their full potential.

A handwritten signature in black ink, appearing to read 'Skip Pryce', is written over the printed name.

Skip Pryce, Chief Executive Officer