

## **02 - Gender Diversity/03 - Ethnic Diversity/ 05 - Payscale Equity/08 - Gender Pay**

### **Commitment to Diversity**

VMDO is committed to creating and maintaining a workplace in which all staff have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in the company's policies and in the way we do business at VMDO. We strive for ethnic and racial diversity as well as gender equity.

VMDO's Commitment:

- All staff will be treated fairly and with equity and respect.
- Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.
- All staff will be helped and encouraged to develop their full potential and the talents and resources of the staff will be fully utilized to maximize efficiency at VMDO.

VMDO strives for gender and ethnic diversity and inclusiveness in our workforce. Our goal is to have a workforce that is gender-balanced and ethnically diverse in all job classifications and levels and to ensure that women and ethnically diverse employees are treated with equity in all recruitment, hiring, training, promotion, and leadership positions. This commitment requires that we embed a gender and ethnic diversity lens in all of our hiring and community outreach efforts. In addition, an annual review of gender and ethnic pay scales will be reviewed and assessed to ensure equity.

#### Principals

No of male employees	Total salaries of all male employees
7	827,000
No of female employees	Total salaries of all female employees
4	387,000
Gender pay gap = 18.11%	

#### Senior Associates

No of male employees	Total salaries of all male employees
7	523,500
No of female employees	Total salaries of all female employees
1	75,000
Gender pay gap = -0.29%	

#### Associates

No of male employees	Total salaries of all male employees
4	297,500
No of female employees	Total salaries of all female employees
2	121,000
Gender pay gap = 18.66%	

#### PA/PM

No of male employees	Total salaries of all male employees
1	58,000
No of female employees	Total salaries of all female employees
3	197,880
Gender pay gap = -12.07%	

DII

No of male employees	Total salaries of all male employees
8	456,500
No of female employees	Total salaries of all female employees
1	42,000
Gender pay gap = 26.40%	

DI

No of male employees	Total salaries of all male employees
3	130,500
No of female employees	Total salaries of all female employees
6	255,250
Gender pay gap = 2.20%	

Excludes Founding Partners, Sr. PA/PM, IT, Admin., Marketing, and Sustainability