



D03. Ethnic Diversity (see Equal Opportunity Employment section)

Ambient Energy is committed to ensuring the ethnic and racial diversity and inclusiveness of our workforce. We encourage the hiring, retaining and promoting of ethnically and racially diverse employees. Ambient Energy monitors recruiting, retention, promotion and other employment -related policies to ensure that diversity is a key goal. We will follow strict personnel procedures that ensure equal employment-related opportunity for all people without regard to race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran or draft status. We will advertise for job openings in community places where minority and underserved populations are more likely to become aware of employment opportunities. Our retention and promotion initiatives are focused on providing an atmosphere in which our racially and ethnically diverse employees have the opportunity to be successful in their careers within the organization. Ambient Energy is also committed to providing equal opportunities and access for people with disabilities. In compliance with applicable federal, state, provincial, or local law, Ambient Energy does not exclude otherwise qualified persons with disabilities from participating in employment opportunities. As well, Ambient Energy will evaluate and respond to all requests to make a reasonable accommodation, modification, or adjustment in its facilities, programs, policies, jobs, services, and activities to ensure equal opportunity for qualified individuals with disabilities.



Renee Azerbegi, Principal