

## **Gender Diversity**

### **Policy:**

Delos strives for gender diversity and inclusiveness in our workforce. Our goal is to have a workforce that is gender balanced in all job classifications and levels and to ensure that women are treated on the same basis as men in terms of recruitment, hiring, training, promotion, and leadership positions. This goal means having relatively equal numbers of employees of both genders in the organization, and most importantly, to have women, as well as men, in senior leadership, executive, and board positions.

Delos will conduct an annual review of its workforce gender diversity in each job classification and level and, as appropriate, take action to rectify gender imbalances in a reasonable and timely manner.