



### **Ethnic Diversity Policy**

Environmental Works 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. Environmental Works monitors recruiting, retention, promotion and other employment related policies to ensure that diversity is a key goal.

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We will follow documented 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.