



## **Sundt's Diversity, Equity & Inclusion Policy Commitment**

It is Sundt's policy to facilitate and support a diverse, equitable and inclusive environment that is committed to providing opportunities for small, local, veteran (SDVOSB, VOSB, VOB, DVBE), minority, and/or women-owned business concerns. We will ensure they compete for contracts for goods and services on a fair and objective basis. Similarly, it is our priority that local residents, veterans, minorities, women and disadvantaged people seeking employment opportunities be included in the process and judged equally.

We all benefit from having an effective diverse, equitable and inclusive policy (the Policy) in place. Sundt embraces all that makes us different, recognizing gender, age, ethnicity, religions, and the many benefits of diversity in cultural backgrounds, and other areas of potential diversity. Sundt is committed to the inclusion of all and enthusiastically encourages and celebrates their successes.

Sundt has a responsibility to use its contracting, purchasing, and hiring abilities to positively impact and reflect the communities it serves. The development of small, local, veteran, and diverse/disadvantaged business concerns is important and has highly desirable social and economic impacts that deserve full cooperation across all Sundt's prime partners and sub-tier contractors, vendors, and suppliers.

Equally important to Sundt is that all our prime partners and sub-tier contractors, vendors, and suppliers similarly commit to hiring local and disadvantaged candidates for craft and non-craft positions. Every reasonable effort should be made to ensure all employees and employee-owners of Sundt-teaming partners are aware of our Policy, and that they promote it proactively, complying with the spirit and intent of this initiative.

Sundt and all its partners will assume full responsibility for continuously advancing this Policy by planning procurement and hiring functions that are consistent with the Policy and our client's contract requirements. Purchasing and contracting with small local, disadvantaged businesses and hiring disadvantaged local labor that reflects the diversity of Southern California is good for our community, economy, and in particular for our business.