



Diversity Statement

Craft3 is committed to fostering, cultivating and preserving a culture of diversity and inclusion. We strive to align our behaviors and actions with that culture as we encourage and embrace the contributions of all, whether as employees or as persons within the communities we serve. To that end, we commit to treating all individuals, regardless of ethnicity, race, age, gender identity/expression, sexual orientation, national origin, economic background/circumstances, physical and/or mental abilities, veteran status, marital status, pregnancy, resident immigration status, or religion/philosophy with dignity and respect. We also seek to create safe and supportive environments where differences are respected, particularly with regard to historically underrepresented groups and legally protected categories and characteristics by which individuals identify.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and achievements as well. Craft3 chooses to be engaged with and respond thoughtfully and intentionally to the social and demographic changes that are transforming our society.

We understand that the future strength of Craft3 rests firmly on our commitment to value, respect, and embrace the richness of a diverse organization. Craft3's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; and other employment-related activities. Craft3 is committed to encouraging behaviors and actions like the following:

- Respectful communication and cooperation between all employees.
- Teamwork and inclusive employee participation, permitting the representation of diverse groups and employee perspectives.
- Employer and employee contributions of time and talent to the communities we serve to promote a greater understanding and respect for diversity.
- Compulsory annual attendance and completion of diversity awareness training to enhance all employees' knowledge and abilities to further Craft3's and their own goals of advancing diversity and inclusion.