

Diversity and inclusion policy

Evac Group is committed to fostering, cultivating and preserving a culture of diversity and inclusion. It is our belief that embracing diversity not only enhances our work culture, but it also drives our business success. It is the addition of these diverse experiences and perspectives that helps create our culture, one that fosters originality, innovative ideas and economic growth.

At Evac a diverse, inclusive, and equitable workplace is one where all employees — whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability — feel valued and respected.

Evac is an equal-opportunity employer whose hiring and employment decisions are compliant with all applicable non-discrimination laws.

Evac Group diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

All employees of Evac Group have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or Human Resources.