

## Diversity & Inclusion Policy Summary

SRC, Inc., is committed to having a diverse workforce and inclusive environment. Human capital is our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent of our employees represents a significant part of our assets, reputation and the company's success. Our commitment to diversity and inclusion is expressed in our core values.

We embrace and encourage our employees' differences in age, race, ethnicity, gender, gender identity or expression, sexual orientation, family or marital status, physical ability, socio-economic status, veteran status, and other characteristics such as thinking, work style, personality and personal interests that make our employees unique.

The Diversity & Inclusion Council establishes initiatives to drive the culture of diversity and inclusion at SRC. To ensure that the employee experience is inclusive for all, SRC's D&I initiatives encourage and support:

- Respectful communication and cooperation between all employees.
- Teamwork and collaboration, seeking the representation of all groups and employee perspectives and ideas.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- An environment where employees feel that their background and lifestyle do not affect perceptions of them as a professional, or affect their opportunities for development and promotion.
- Involvement and support to the communities we serve through STEM outreach, military support, and United Way assistance to build greater understanding and respect for diversity.

All employees of SRC 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.

Employees are also required to complete assigned D&I training to continually evolve their understanding, thinking, and behaviors around diversity and inclusion. Any employee found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action.