

## BUSINESS CASE FOR DIVERSITY, EQUITY, & INCLUSION (DEI)

C. H. Guenther & Son presents their purpose and commitment to DEI.



Diversity, equity and inclusion is an integral component of our culture, which helps to define who we are and what we do.

- We foster an environment where differences act not as barriers but as platforms for innovation and growth.
- We make decisions based on facts and business requirements and not based on personal preferences or traditional ways of doing things.

\*Create an equitable environment where *ALL* employees are provided the tools, resources and support they need to be successful.

- We create communication avenues of trust where employees can let upper management know where there are opportunities for improvement and accessibility challenges that may prevent them from doing their job.
- We will create an environment of trust by providing education from a top-down approach that provides leaders with the skills and behaviors to manage an environment where equity exists and barriers are broken down.

\*Strive for full inclusion where *ALL* employees can fully contribute their talents in the pursuit of organizational goals.

- We attract, hire, and retain top talent to give us access to a broad range of knowledge, skills, and experiences.
- Our leaders harness the power of our diverse talent by nurturing their ideas and unique perspectives to generate innovation and new opportunities.
- Our most important resources are our people. We thrive when each employee contributes 100% of their talent and ability to successfully drive the business results and grow our organization.

\*Enhance competitive advantage by investing in suppliers and vendors of diverse cultures, networks, and communities.

- We continue to increase our opportunities by developing external relationships to meet the needs of new emerging markets, our customers, and our employees.

\*Actively engage in creating and maintaining strategic, local, and national partnerships with community and philanthropic organizations.

- We commit to being a good corporate citizen by helping to strengthen the communities where we live, work, and play. Our participation sends a sign of collaboration, support, and citizenship to potential customers and future employees in our community.
- We commit to demonstrate a diverse, equitable, and inclusive company image and workplace environment in the communities that we serve.

*For any questions regarding the Business Case, please email [DEI@chg.com](mailto:DEI@chg.com).*