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# Sebis Diversity Statement

Subject:	Diversity, Equity, and Inclusion Policy
Date:	04/29/2026

***Sebis is committed to cultivating and preserving a culture of diversity, equity and inclusion. Human capital is our most valuable asset.***

## Policy

The collective sum of the individual differences, life experiences, knowledge, inventiveness, self-expression, capabilities and talent which our employees invest in their work represents a significant part of our culture, our reputation, and the company's achievements.

We embrace our employees', vendors' and clients' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics which make our community strong.

Sebis' diversity initiatives are applicable to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, and promotions. Our ongoing development is of a work environment built on the premise of gender equality and diversity which encourages and enforces:

- Respectful communication and cooperation between all stakeholders.
- Teamwork and participation, permitting the representation of all groups' perspectives.
- A workplace which is free from discrimination, harassment and bullying.
- Equal employment opportunities based on ability, performance and potential.
- Staff awareness of their rights and responsibilities regarding fairness, equity, and respect for all aspects of diversity.
- Attraction, retention, and development of a diverse range of talented, energetic, and committed people.

All Sebis stakeholders 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, and at work functions on or off site. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill their individual responsibility.

At Sebis, diversity is an integral part of our company's history, mission, and identity. Inclusion is how we treat and perceive all differences. We foster an inclusive culture where all forms of diversity provide added value for clients, vendors, and team members. Sebis has been an inclusive enterprise since inception thirty six years ago, and the work continues.

## Diversity Contact: Questions and Feedback

We are here to answer your questions and take your suggestions. Please contact us through the information below:

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