



Inclusion, Diversity and Equity Philosophy

Respect for others is part of our culture and a foundation of the HNTB Vision. In addition, our Leadership Characteristics include **empathy**, being sensitive to others' views; demonstrating **courage**, meaning that we keep words and actions free from bias, prejudice or malice; being **trusted**, meaning that we act at all times with integrity and explicitly avoid deception, duplicity or degrading behaviors; and taking **personal accountability** to follow through on commitments. These behaviors and others that are expressed in our Vision and Leadership Characteristics are fundamental to HNTB and how we conduct our business.

Diversity of age, culture, gender identity, race, ethnicity, sexual orientation, religion, experience, thought, unique perspectives and other factors is valued, welcomed at HNTB and makes us better. An inclusive environment in which all perspectives are intentionally considered results in value for our firm, clients and the communities we serve.

HNTB is committed to the continual improvement of an inclusive, diverse and equitable workplace where all employees have opportunities and support to succeed and grow. HNTB provides a meaningful and welcoming learning environment that values, respects and honors everyone.

Taking **personal responsibility for making success happen** is an important element of our Vision. In addition to living our Vision and exhibiting our Leadership Characteristics, each of us has a personal role and shared responsibility for contributing to our culture of inclusion, diversity and equity. Therefore, we all must commit to take positive actions toward making HNTB the leader in these areas.