



## Thrive Together – Diversity, Equity, and Inclusion Pledge

Connection is at the heart of everything we do - connection to our people, our customers, and the communities we live in and serve across the globe. Our commitment to diversity is simple: we provide connection, opportunity, and a voice to everyone, from every background.

### WE Thrive Together:

#### WE appreciate

the visible and invisible qualities that make you who you are. Our diversity makes us better humans and better employees and makes AVI-SPL a better business.

#### WE celebrate

that every person brings a unique perspective and experience to advance the AVI-SPL mission - to transform how people and technology connect to elevate experiences, create new value, and enable organizations to thrive and grow.

#### WE believe

that each and every employee must have an equal voice and equal access to opportunity and connection.

#### WE commit

to include diversity, equity, belonging, and inclusion practices at the center of our daily work.

#### WE are dedicated

to using these practices for our business and the communities we serve.