

# Diversity & Inclusion Policy

At Throwe Environmental, we recognize the profound impact of diversity and inclusion on our organizational success, innovation, and overall workplace culture. We are committed to fostering an environment that celebrates diversity, promotes equity, and ensures everyone feels valued and respected. Our dedication to diversity and inclusion extends beyond rhetoric to concrete actions, encompassing internal initiatives, external partnerships, and ongoing commitments.

## 1. Internal Programs and Initiatives.

### Diversity Metrics and Accountability.

We regularly track and analyze diversity metrics (i.e., recruiting, hiring, promotions, and retention; equal pay; representation, etc.) to identify areas for improvement and measure progress. This includes how we quantify data from applications for job postings such as our internship program. We use this data to ensure that we are attracting candidates from diverse backgrounds and making our application process accessible for all interested applicants.

Secondly, we use diversity metrics to shape our prioritization of project goals. When engaging with local governments and municipalities in creating resilient financial and infrastructural solutions, we emphasize the importance of including marginalized communities in these solutions. All communities are facing the effects of climate change, and it is our responsibility to acknowledge and address the unique impacts of each community that we serve. When assembling our extensive internal literature reviews of municipalities, we record data from each community regarding the specific funding, ongoing projects, and climate issues they are facing and verify this information with municipal leadership. Furthermore, we conduct interviews with our local government partners frequently to ensure the goals of each community in our projects are being achieved.

Our commitment to inclusion is reinforced by holding our management team accountable for fostering a welcoming culture within our organization. Our management team is required to complete diversity training and team-building

workshops. As an organization, we create an inclusive culture, by providing opportunities for all employees to lead internal and external discussions and consistently seek ways for our team to have active project roles. Furthermore, we promote non-business-related team calls to build camaraderie and team chemistry.

### **Diversity Training and Education.**

We have developed diversity training programs for all employees to enhance awareness, understanding, and inclusion through our company training portal on Gusto. All employees are required to complete informational lessons regarding information including unconscious bias, cultural competence, and fostering an inclusive workplace. It is a company priority and responsibility for all team members to be well-educated on these subjects as we engage with a variety of diverse communities in our scope of work. Our team in general, and management team in particular, performs diversity training courses annually so that we may continue building an inclusive culture.

### **Inclusive Leadership Development.**

At Throwe Environmental, we emphasize the importance of inclusive leadership, ensuring that our leaders possess the skills to create a work environment where diverse perspectives are valued and everyone has an equal opportunity to succeed. We continually assess our practices, engage in open dialogues, and actively seek team members' feedback. Encouraging a diverse and inclusive atmosphere is key to developing growth in our employees and has significantly contributed to our company's success. We ask that our employees provide feedback on their work experiences so that their needs are met and feel they are contributing to our work. Changes in workplace dynamics are encouraged and welcomed.

## **2. External Programs and Partnerships.**

### **Supplier Diversity.**

Throwe Environmental actively seeks out diverse suppliers and supports minority-owned businesses, adhering to our commitment to supplier diversity as outlined in our [Supplier Diversity policy](#). We believe that a diverse supply chain strengthens the economic fabric of the communities in which we operate.

## Community Engagement.

We engage with local communities through partnerships with organizations focusing on education, workforce development, and social justice. These partnerships aim to address systemic barriers and create opportunities for underrepresented individuals.

Some examples of recent partners include:

- The Native American Fish and Wildlife Society
- Anthropocene Alliance
- American Society of Adaptation Professionals

## 3. Industry Collaboration.

Throwe Environmental participates in industry-wide initiatives and collaborations to share best practices, learn from others, and collectively advance diversity and inclusion in our sector.

**APPROVED BY:**



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