

# Diversity, Equity, and Inclusion Policy

At Throwe Environmental, LLC (TE), we recognize the profound impact of diversity, equity, and inclusion (DEI) 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 DEI extends beyond rhetoric to concrete actions, encompassing internal initiatives, external partnerships, and ongoing commitments.

## **Internal Programming.**

### **Project Portfolio.**

TE uses 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.

### **Partnerships and Community Engagement.**

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

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

## **Recruitment, Hiring, Employment, and Training.**

TE is committed to promoting DEI in all aspects of our workplace, including recruitment, hiring, promotion, and retention. Our [Equal Employment Opportunity \(EEO\) Policy](#) reflects our dedication to providing equal opportunities for all current and prospective employees, regardless of race, ethnicity, gender, sexual orientation, disability, or other protected characteristics, in both traditional and remote work environments. The EEO Policy also summarizes TE's commitment to DEI training.

## **Supplier Diversity.**

TE 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.

**APPROVED BY:**



**Joanne M. Throwe**  
**President**  
**Throwe Environmental, LLC**

**UPDATED 08/05/2024**