

# DIVERSITY, EQUITY AND INCLUSION POLICY



**THE RAYMOND GROUP** is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but also our reputation and our company's achievements.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our employees unique.

Raymond's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of diversity equity that encourages and enforces:



## **RESPECTFUL COMMUNICATION**

and cooperation between all employees.

## **TEAMWORK AND EMPLOYEE PARTICIPATION,**

permitting the representation of all groups and employee perspectives.

## **WORK/LIFE BALANCE**

through flexible work schedules to accommodate employees' varying needs.

## **EMPLOYER AND EMPLOYEE CONTRIBUTIONS**

to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Raymond 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, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.



# CEO ACTION FOR DIVERSITY & INCLUSION



In 2021, Raymond joined the growing coalition pledging to advance diversity and inclusion in the workplace. One of nearly 2,000 CEOs that have come together for CEO Action for Diversity & Inclusion, Raymond CEO Travis Winsor has committed himself and Raymond to take action and continue cultivating a workplace where diverse perspectives and experiences are welcomed and respected and where employees feel encouraged to discuss diversity and inclusion.

Organizations that have taken the pledge are taking a step towards affecting positive change and cultivating a new type of ecosystem centered around collaboration and sharing. The signatories share experiences and exchange tangible learning opportunities with open and transparent conversation. The impact of this work expands beyond the office to communities and industries.

Raymond is made up of a diverse group of individuals focused on a common purpose: to provide for our families; to build unique and exciting projects; and to help create better communities where we live. We can only achieve this purpose when we recognize and appreciate everyone's viewpoints and contributions. Raymond is proud to commit to cultivating a work environment where employees can openly address challenges, present opportunities, and share perspectives. Addressing diversity and inclusion is not a competitive issue, but a societal issue, and joining the pledge allows us to learn from other companies committed to the initiative, continuously improve, and play a meaningful role in societal change.

## RAYMOND CHALLENGE COINS



In 2019 Raymond began distributing Challenge Coins to our employees. Raymond Challenge Coins are intended to reinforce the concepts of diversity, inclusion, respect, and tolerance. The Challenge Coin has the Raymond logo and tagline on one side. On the other side, the coin reads "Take 5 for Safety" with the words "Diversity - Inclusion - Respect - Tolerance" wrapping around the edge.

The coin is a reminder and a challenge: first, to take 5 seconds or 5 minutes to think about our work and make certain that we all complete our work safely; second, to ensure that we maintain respectful interactions with everyone with whom we work regardless of race, creed or background.

In summary, the Raymond Challenge Coin encourages all of us to live Raymond's values and do the right thing.



# LOCAL WORKFORCE PARTICIPATION PLAN

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Although Raymond is considered a Large Business Enterprise by SBA standards, we recognize the value of small and minority business development in our industry. Since 1999, Raymond has implemented a trade specific Mentor Protégé program, as well as 2nd tier subcontractor partnerships that have been widely accepted by both the public and private industry.

Our Mentor Protégé program as well as our subcontractor partnerships are designed to empower the small business through a curriculum customized to their self-performed work and is totally transparent and measurable, exceeding "participation" required by the projects and our customers. In addition, these partnerships benefit all parties concerned as they engage small, minority, and disadvantaged businesses in practical construction management without adding additional risk.

- Utilization of existing workforce residing within local zip codes.
- Leverage of strong relationships with unions.
- Submission of workforce hiring needs to local outlets (e.g., job boards, trade schools).
- Hiring of sub-subcontractors with strong commitment to meeting local workforce hiring requirements.

## PROGRAM HIGHLIGHTS

Empowers the MBE / DBE to successfully participate on major construction projects without the typical financial challenges, while learning the "best practices" of an established company.

Can provide the client with 100% first tier MBE / DBE credit, fully supported by The Raymond Group, ensuring the project is executed properly with respect to both quality and schedule.

Provides the owner with a "quality team" to build the job while ensuring that all MBE / DBE goals are met in a measurable, sustainable way.