

November 2022

Embracing Diversity, Equity and Inclusion in all its forms



The power of Diversity, Equity, and Inclusion (DEI) extends far beyond fairness, and instilling a sense of belonging at Edge Mutual. DEI goes hand in hand with our organizational agility, innovation, and being change-ready through challenging times.

As our organization grows, so must we in our understanding, acceptance, and support of each other. This includes a greater understanding and respect of the unique needs, perspectives, and potential of all our stakeholders. We must understand and respect different cultures.

We are an equal opportunity employer and as such, all our employees have an equal opportunity to contribute to and influence every aspect of our workplace. The organization ensures that everyone feels safe, is supported, and can bring their full, unique selves to work. This is regardless of their race, gender, sexual orientation, religion, or age.

We do this by:

1. Promoting pay equity
2. Providing strategic training programs
3. Acknowledging holidays of all cultures and religion
4. Facilitating ongoing staff feedback, and,
5. Providing easy access to company policies

Covid has resulted in our workforce being more dispersed as some employees are working remotely, while others are at the physical office. These new working arrangements can further exacerbate existing diversity challenges and highlight unconscious biases that may exist. Essentially, a dispersed workforce can distance employees from one-another, undermining inclusivity efforts and initiatives that existed in the traditional working environment. Having recognized this, we strive to extend our current initiatives by providing equal opportunity and treatment throughout every touchpoint of our stakeholder experience at Edge Mutual. This must be reflected in our company values.

To achieve this organizational change towards being culturally competent, workplace flexibility is critical in creating a more inclusive work culture environment. We recognize this is a lifelong practice, a continuous journey in respecting and embracing other people's experiences and realities. We must demonstrate cultural humility and remain curious about cultural differences.

Our goal is to provide every employee with the opportunity to work fairly and equitably, whether they're on-site, in the office, or working at home. Employees must feel more engaged as they show up to work every day – whether in person or online – feeling safe, connected, and heard.

As an organization, we will ensure that our DEI initiatives are impactful.

Signed,

A handwritten signature in black ink, appearing to read "Al Hiddema". The signature is fluid and cursive, with a long horizontal stroke at the end.

Al Hiddema, Board Chair

A handwritten signature in black ink, appearing to read "Carlos Rodriguez". The signature is fluid and cursive, with a large initial "C" and "R".

Carlos Rodriguez, President & CEO

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