

EVERYONE.

At Lewis we are committed to recognizing and honoring all human differences. Through trust and respect, we create a safe, inclusive workplace where people can be their authentic selves and succeed as part of a high performing team. We lead by example through cultivating a culture where unique perspectives are valued, and innovation thrives.

In keeping with this commitment:

- We understand that an inclusive workplace is a safe workplace, and we strive to have team environments that are free of fear and isolation.
- We are accountable for how our actions affect others.
- We combat the influence of bias (conscious and unconscious) in all our practices and expect our leaders and coworkers to continue to develop their understanding and knowledge when it comes to diversity, equity and inclusion.
- To grow a sustainable workforce for the future, we seek to expand and diversify our recruiting pipeline and craft workforce, in partnership with our signatory affiliates.
- Our training and development programs are designed to drive successful outcomes, fulfillment and growth for all our employees.
- Our employees receive equal pay for work of equal value.
- We cultivate business relationships with diverse and emerging trade partners and remove barriers to their success.
- We expect our business and trade partners to commit to a code of conduct that respects human differences.