

## INCLUSION

PCA is committed to fostering, developing, enhancing, cultivating, and maintaining a culture and atmosphere of inclusion. We work to ensure that all employees are made to feel welcomed, valued, respected and heard. We believe that it is important that each employee's unique value is known and appreciated and that our employees feel a sense of belonging.

We recognize and embrace our employees' differences in age, color, race, ethnicity, family or marital status, gender identity or expression, sexual orientation, language, national origin, physical and mental ability, political affiliation, religious affiliation, socio-economic status, citizenship status and other identities that make our employees unique.

All employees of PCA have a responsibility to treat others with dignity, empathy, kindness, courtesy 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 organization-sponsored and participative events.