

SOCIAL EQUITY, JUSTICE AND TRANSPARENCY

JUST is a transparency platform to disclose a firm's operations, including how the firm treats its employees and where it makes financial and community investments. PCA is committed to transparency by disclosing our social justice & equity policies through this handbook and on the International Living Future Institute's Website under "JUST Organizations." As a *JUST Organization* PCA will continue to bolster our foundational values - *Our Culture, Our People, and Our Work*:

- Transparency & Self-Awareness: of our policies and procedures as they create a trusted and healthy workplace.
- Maintaining & Fostering: a culture that values Justice, Diversity, Equity, and Inclusion (J.E.D.I.).
- Partnering & Growing: with our current and future employees, clients, and consultants who appreciate this approach.

Opportunities & Improvement: to create the kinds of environments where people can enjoy their best lives; within our walls and within our community at large.