



## Diversity, Equity, and Inclusion Philosophy

EverWest is dedicated to cultivating, and preserving a culture of diversity, equity and inclusion and connectedness. We value all of our employees for their unique talents, abilities, and contributions that help us achieve our business objectives. EverWest seeks to create an inclusive and professional work environment where employees feel valued, experience appreciation, and can demonstrate individual authenticity to reach full potential. As a commitment to DEI, EverWest established a Diversity, Equity and Inclusion (DEI) Steering Committee in 2020.

### What Diversity, Equity and Inclusion Means at EverWest

As a firm, we are prioritizing our DEI efforts to enable our employee's **sense of belonging** as an outcome for lasting success.

**Diversity (is a fact)** We embrace our employees' unique contributions in terms of education, ideas, culture, ethnicity, race, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation, and beliefs.

**Equity (is a choice)** Providing individuals the appropriate resources they need to succeed. Going beyond equality or giving everyone the exact same resources, equity involves distributing resources based on the needs of recipients.

**Inclusion (is an action)** We strive to foster a culture where employees feel valued and included in every action and engagement in the workplace.

### Ongoing Focused Efforts

Our firm's approach to DEI continues to evolve and grow through our efforts:

- Diversity, Equity, and Inclusion Committee is made up of team members from various departments within the company and has ultimate oversight by the CEO
- Continuous review for updates to our DEI policies and philosophies to reflect our growing workforce and best practices

We strive to focus our initiatives authentically to our company culture and to building integrity and trust within the organization. This includes our employees, clients, tenants, and the communities we operate within.