



DIVERSITY STATEMENT AND POLICY

MISS DIG 811 recognizes that a talented and diverse leadership and workforce is as a key competitive advantage. Our success reflects the quality and skill of our people. MISS DIG 811 is committed to seeking out and retaining the finest talent to ensure business growth and performance.

Diversity management benefits individuals, teams, the company, and our customers. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

MISS DIG 811 believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognize the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce and Board of Directors, positions MISS DIG 811 to anticipate and fulfil the needs of our diverse customers while providing high quality services.

MISS DIG 811 is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive, and competitive.

Recruitment

As a responsible community member, MISS DIG 811 recruits people from all backgrounds. We believe that our employees and directors from many different cultural, linguistic, and national backgrounds provide us with valuable knowledge for understanding and reflecting our customers in local markets.

Career Development and Promotion

MISS DIG 811 rewards excellence, and employees are promoted based on their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Community Programs

MISS DIG 811 recognizes that there are distinct demographic groups that have long been disadvantaged. We recognize that racism, ageism, sexism, and other forms of discrimination are



problems both for our organization and society. MISS DIG 811 is committed to tackling cultural stereotypes both within and outside our organization. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity practices

MISS DIG 811 provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications
- Mentor programs