



## *Diversity and Inclusion Statement*

At MTECH Mechanical, we operate as **One Team, All In**. We are committed to cultivating, advancing and preserving a culture of diversity, inclusion, and belonging for all our team members. This empowers us to reach our full potential as an organization, fueling creativity, innovation, and collaboration among our teams and clients, and in the communities we serve.

Our people are our most valuable asset, and we know that having a range of perspectives within our teams helps generate better ideas. We celebrate the unique life experiences, perspectives, skills, capabilities, and talents that our team members bring into their daily work at MTECH, which propels building the culture within our organization and within our industry.

All MTECH team members have the right to work in an environment that is safe, welcoming, and inclusive. This requires all of us to do our part. We must treat each other with respect by listening to different viewpoints, opinions, thoughts, and ideas, and by being intentional in our daily interactions. Collectively, we share the responsibility of upholding these standards consistently with each other.

Inclusion and belonging are cornerstones of our organization's values of integrity, commitment, excellence, and growth. These initiatives are rooted in respect, relationships, learning and acting, such as:

- Ongoing training and development opportunities for all team members on inclusion, belonging, diversity, and related topics;
- Teamwork, participation, and representation of all groups and team member perspectives; and
- Contributions to the communities we serve, in order to promote a greater understanding and respect for individual differences.

At MTECH Mechanical, we are deeply committed to valuing, representing and reflecting the unique experiences, perspectives and viewpoints of our people, partners, and the communities we serve, to live the **One Team, All In** way.