



AEG FOUNDATION DIVERSITY, EQUITY AND INCLUSION POLICY

The purpose of this Diversity, Equity and Inclusion (DEI) Policy is to state the AEG Foundation's (AEGF) commitment to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our volunteers, representatives and stakeholders ("Representatives") invest in their efforts represents a significant part of not only our culture, but our reputation and overall achievement as well.

We embrace and encourage our Representatives' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make everyone unique.

The AEGF's diversity initiatives are applicable – but not limited – to our practices and policies on programing; professional development and training; social and recreational programs; and the ongoing development of an environment built on the premise of gender and diversity equality that encourages and enforces:

- Respectful communication and cooperation,
- Teamwork and stakeholder participation, permitting the representation of all groups and perspectives, and
- Efforts to promote and encourage underrepresented populations to consider and obtain careers in the geosciences.

All Representatives of the AEGF have a responsibility to treat others with dignity and respect at all times. Representatives are expected to exhibit conduct that reflects inclusion during all of the AEGF's sponsored activities and functions and at all other participative events.

Any Representative found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

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Representatives who believe they have been subjected to any kind of discrimination that conflicts with the AEGF's DEI Policy and initiatives should seek assistance from a designated AEGF Representative.

Adopted at the Meeting of the Board of Directors of the AEG Foundation held on March 19, 2022.



Rosalind Munro,
AEGF Secretary

