

ACS Ventures' Diversity, Equity, and Inclusion Policy

ACS Ventures, LLC is committed to cultivating, fostering, and preserving a culture of diversity, equity, and inclusion.

We embrace our employee's differences in race, religion, creed, color, national origin, sex, pregnancy, sexual orientation, gender identity, age, ancestry, physical or mental disability, genetic information, marital status, or any other characteristics that make our employees unique.

Our diversity initiatives apply to all aspects of employment, including, but not limited to, hiring, job assignment, working conditions, compensation, promotion, benefits, scheduling, training, discipline, and termination and extends to our vendors, subcontractors, and clients.

We are committed to:

- Taking all steps necessary to maintain a workplace free from unlawful discrimination and harassment and to accommodate others and to create an environment where individual differences are recognized and valued.
- Always encouraging respectful communication between all employees.
- Creating a work/life balance by accommodating employees' needs, including observance of religious holidays and practices.

We actively discourage harassment, bullying or discrimination. All employees have a responsibility to always treat others with respect and dignity. Employees are expected to maintain this conduct in our virtual office, onsite during client meetings and during all company-sponsored events. Any employees found to have violated this policy will be subject to disciplinary action, including and up to termination.

ACS Ventures, LLC is committed to creating the best work environment - a place where everyone's voice is heard, where issues are promptly raised and resolved, and where communication flows across all levels of the company and has established an "Open-Door Policy". Openness is an essential to address the changing needs of our diverse and global workforce.