

# DIVERSITY, EQUITY & INCLUSION POLICY

## Purpose

Edge Technologies, Inc. (ETI) is committed to fostering a workplace where diversity, equity, and inclusion are integral to how we operate, innovate, and serve our customers. Our work in ultra-precision manufacturing demands highly specialized skills, critical thinking, and craftsmanship. We recognize that excellence in this niche field is strengthened—not diluted—by diverse perspectives, backgrounds, and experiences.

## Equal Opportunity Commitment

ETI is an equal opportunity employer. Employment decisions—including recruitment, hiring, training, advancement, compensation, and termination—are based on qualifications, performance, and business needs. We do not discriminate on the basis of race, color, religion, sex, gender identity or expression, sexual orientation, educational background, or any other characteristic protected by applicable law.

## Inclusive Hiring & Workforce Diversity

ETI does not subscribe to a single “type” of employee. While our work requires specialized technical capability, we intentionally source and evaluate candidates from a wide range of backgrounds and career paths.

## Equity & Fair Treatment

We are committed to equitable treatment across all roles and levels of the organization. ETI strives to ensure fair access to opportunity, transparent expectations, and consistent application of policies. We actively work to maintain a respectful, harassment-free environment where all employees are valued for their contributions.

## People-First Culture & Work/Life Balance

ETI holds the care of its people at the highest order. We provide a modern, flexible work environment that recognizes the importance of work/life balance, personal well-being, and long-term sustainability of our workforce. This commitment is foundational to employee retention, knowledge continuity, and the quality of our craftsmanship.

## Accountability & Continuous Improvement

As a small, highly specialized organization, ETI recognizes that inclusion is an ongoing practice rather than a static goal. We commit to periodically reviewing our policies, practices, and workplace culture to ensure alignment with our values, legal requirements, and evolving best practices.

## Policy Oversight

This policy applies to all employees, contractors, and applicants of Edge Technologies, Inc. Leadership is responsible for upholding this commitment and addressing concerns promptly, professionally, and without retaliation.