



DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION POLICY

Sawdey Solution Services, Inc., with an ISO 9001/ISO14001 certified and CMMI-SVC v1.3 Level 3 appraised corporate headquarters, has built a nationwide and global footprint providing innovative cross-disciplined professional services, engineering, and cyber solutions to Department of Defense, Department of Homeland Security, Federal Agencies, and commercial customers. Operating successfully since 2001, we are a Woman Owned/Service Disabled Veteran Owned Small Business.

Sawdey Solution Services is committed to a diverse, equitable, accessible, and inclusive workplace. We recognize and value the contribution of people with different backgrounds, experiences, capabilities, and perspectives. Our goals and beliefs are that diverse backgrounds and experiences empower and enable us to offer our customers an unmatched level of service. To demonstrate this commitment, Sawdey:

- Is dedicated to diversity, equity, accessibility, and inclusion (DEAI)
- Understands our employees need to be and feel respected, included, and empowered in order to effectively support our country, our military, our government, and its missions
- Does not discriminate against any employee or applicant because of race, age, sex, color, physical or mental disability, religion, sexual orientation, gender identity, marital status, national origin, or veteran status.
- Continues to move the DEAI conversation beyond good intentions and statements of diversity, equity, accessibility, and inclusion toward measurable outcomes which positively represent our intentions

Sawdey is committed to the continual evaluation and improvement of our DEAI initiatives. This policy will be communicated to all staff, sub-contractors and suppliers and be available to the public through selected media.

Endorsed by:

Joseph Portera, President
3 November 2021