



### **Diversity and Inclusion Commitment:**

“We are challenged, rightly, to consider whether we are doing enough at PSI on questions of diversity, equity and inclusion. DE&I are pillars of strength for any society and for any organization, particularly one that aspires to be relevant and meaningful to Sara (and Sam) in all the complexity that is their reality around our world. My pledge is openness, transparency and a personal commitment to listen, talk and understand more about these issues in our workplace and in our work.”

- Karl Hofmann, PSI President and CEO

### **What we believe in and expect:**

#### **Respect**

We believe that everyone deserves respect and equal treatment regardless of gender, race, ethnicity, age, disability, sexual orientation, gender identity, cultural background, or religious beliefs. When people feel appreciated and included, they can be more honest, collaborative, and committed.

#### **Employee fulfillment**

We expect our leaders to recognize excellence and promote trust through inclusive behaviors. We’re committed to fair-pay practices and family-friendly leave and benefits programs that enable work-life fit.

We advocate for internal movement and offer learning and development opportunities to help employees reach their full potential.

Ultimately, these beliefs guide how we work together and contribute to making our workforce happier, more diverse, and better positioned to make a meaningful impact on the developing world.