



Metis Technology Solutions, Inc. Policy statement on Diversity, Equity, Inclusion, Accessibility

Metis is wholly committed to building a culture of diversity and inclusion, where employees feel a sense of belonging, respect, connection, empowerment, and engagement and are contributing to the organization through meaningful work. As a woman owned business, we understand the importance of building a team of unique, diverse, and qualified individuals. Metis consistently prioritizes equitable inclusion of people of all ages, races, gender identity, national origins, ethnicities, cultures and religious or political beliefs. Metis has been a leader in diversity and inclusion receiving several awards for initiatives including the Department of Labor's HIRE Vets Medallion and the SHIFT award.

Metis defines diversity as the full spectrum of human differences. Unique characteristics in people along the lines of gender, sexual orientation, religious beliefs, age, ethnicities, race, cultures, class and physical abilities. Inclusion is the achievement of a work environment in which all individuals are treated fairly and respectfully, have full access opportunities and resources, feel belonging and can contribute fully to the organization success. Metis leaders commit to making a conscious effort to develop behaviors, policies, and norms to make every person feel seen, heard and valued for their unique differences.

Metis is fully committed to equity for all employees at all work locations. Equity is the fair, just and impartial treatment of our employees and applicants for employment without regard to race, color, religion, ancestry, national origin, age, disability, sex (gender/ gender identity), marital status, sexual orientation, veteran status, or genetic information.

All employment decisions are based on the principle of Equal Employment Opportunity (EEO) and observation of our DEIA policy. Metis will not condone or tolerate the discrimination or harassment of its employees by their coworkers, supervisors, or any individuals under our control. All employees, regardless of position or title, will be subject to discipline, up to and including termination of employment, should the company determine that an employee is engaged in the unlawful discrimination or harassment of another employee. The company will promptly and thoroughly investigate the facts and circumstances of any claim or allegation of discrimination or harassment.

If an employee feels that they are being subjected to discrimination or harassment, the employee should immediately report this matter directly to the Metis Human Resources Department. No one will be subject to, and the company prohibits, any form of discipline or retaliation for reporting incidents of alleged unlawful harassment or pursuing any such claim.

The Metis Vice President of Human Resources serves as the DEIA and EEO Administrator and is directly responsible for administrating and directing the development and implementation of the policy. All management personnel share in this responsibility.

A handwritten signature in black ink that reads "Joy Colucci". The signature is written in a cursive, flowing style.

Joy Colucci, Metis CEO