



SEC/SECC Equity, Diversity and Inclusion Statement

At SEC, we are committed to Equity, Diversity, and Inclusion (EDI) in all aspects of our business practices and serving our clients and communities. We firmly believe that fostering and demonstrating an environment of respect, value and understanding is essential to building a strong and inclusive community. We embrace EDI as fundamental pillars that drive our decision-making processes, collaborations and community engagements.

At SEC we recognize the inherent value and unique perspectives that each individual brings to the table, and we are dedicated to creating an inclusive space where all voices are heard, and all contributions are celebrated.

At SEC we actively seek diverse talent and perspectives, understanding that diversity not only enriches our organization and services, but also enhances our ability to innovate and adapt in an ever-changing world.

Through continuous education, **on-going** training, and open dialogue, SEC is committed to actively encouraging open conversations about EDI-related topics and issues to foster a deeper appreciation for the diverse experiences and challenges faced by different communities. Together, we aim to build a stronger, more unified organization that reflects the richness of the world we live in.

We are committed to a more inclusive and equitable future for all.

Darcy MacCallum
Chief Executive Officer
August 2023