



Empower
technology with
humanity

GDT Diversity, Equity & Inclusion Policy

GDT DEI Version 1.0



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Statement

General Datatech, LLC (GDT) views diversity, equity, inclusion, and belonging as the pathway to achieving excellence and fostering a workplace culture where everyone can thrive. We are committed to creating and maintaining a diverse, equitable, and inclusive workplace where all employees feel valued, respected, and empowered to contribute their unique perspectives and talents. We believe that diversity of thought, background, and experience enriches our organization and drives innovation, creativity, and success.

Policy

To fulfill this commitment, GDT will:

1. **Foster diversity:** We will actively seek to welcome, recruit, retain, and promote employees from diverse backgrounds, including but not limited to race, ethnicity, gender, gender identity, gender expression, sexual orientation, age, religion, disability, socioeconomic status, people of color, women, persons with disabilities, people who identify as LGBTQIA, and those who are at the intersections of these identities.
2. **Ensure equity:** We will strive to create a fair and equitable workplace where every employee has equal opportunities for advancement, recognition, and professional development. We will address any disparities or biases in our policies, practices, and decision-making processes.
3. **Promote inclusion:** We will cultivate an inclusive culture that values and respects the perspectives and contributions of all employees. We will provide training and resources to help employees recognize and mitigate unconscious biases and create an environment where everyone feels welcome and supported.
4. **Encourage collaboration:** We will encourage collaboration and teamwork across diverse teams and departments, recognizing that diverse perspectives lead to better outcomes and solutions.
5. **Hold ourselves accountable:** We will regularly assess and evaluate our progress towards our diversity, equity, and inclusion goals, and we will transparently communicate our results to our employees, stakeholders, and the public.

Measurement

Measuring the success of DEI efforts at GDT requires a combination of qualitative and quantitative metrics. Here are some key measurements of success:

1. Representation Metrics

- Workforce diversity: Measure the demographic composition of the workforce across various dimensions such as race, ethnicity, gender, age, disability status, sexual orientation, etc. Compare these demographics to the broader labor market and set goals for representation.
- Leadership representation: Assess the diversity of leadership positions within the company, including the executive team.
- Promotion rates: Analyze promotion rates by demographic groups to ensure equitable opportunities for advancement.

2. Employee Engagement and Satisfaction

- Employee surveys: Conduct regular surveys to gauge employee perceptions of the company's commitment to DEI, their sense of belonging, and their experiences of inclusion in the workplace.
- Retention rates: Track turnover rates by demographic groups to identify any disparities and address retention challenges.

3. Equity and Fairness

- Pay equity: Conduct regular pay equity analyses to identify and address any disparities in compensation based on demographic factors.
- Performance reviews: Monitor performance evaluation processes to ensure fairness and mitigate bias in performance ratings and feedback.
- Opportunities for growth: Assess access to development opportunities, training, and stretch assignments across demographic groups.

4. Community Impact

- Corporate social responsibility (CSR) initiatives: Measure the impact of DEI-related CSR programs on communities, such as partnerships with local nonprofits, initiatives to support underrepresented groups, and philanthropic efforts.
- Diversity pipeline programs: Evaluate the effectiveness of programs aimed at increasing diversity in the talent pipeline, such as internships, apprenticeships, and partnerships with educational institutions.

5. **Legal and Compliance Metrics:**

- Legal compliance: Ensure compliance with relevant anti-discrimination laws and regulations and track any legal complaints or lawsuits related to DEI issues.
- Diversity reporting: Comply with reporting requirements related to DEI, such as those mandated by government agencies or industry associations.

6. **Organizational Culture:**

- Cultural audits: Conduct cultural audits or climate surveys to assess the overall culture and identify areas for improvement related to DEI.
- Employee communities of practice/interest: Measure the impact of employee resource groups on fostering inclusion, building community, and driving organizational change.

By tracking these metrics over time and setting specific, measurable goals, GDT can evaluate the effectiveness of our DEI initiatives and make data-driven decisions to target continuous improvement.

GDT is committed to upholding these principles in all aspects of our business operations and to continuously improving our diversity, equity, and inclusion efforts to create a workplace where everyone can thrive.

Together, we strive to create an environment that values diversity, promotes an inclusive culture, and establishes a profound sense of belonging for each employee at GDT.

This policy serves as a foundation for creating a workplace culture that embraces diversity, equity, and inclusion and guides the company's actions and decisions in this area.