

## **XL Construction Commitment to Inclusion**

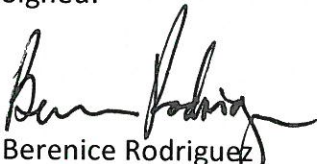
*XL Construction fosters a culture of diversity and inclusion in which all employees contribute creative ideas, seek challenges, and have the opportunity to grow. Our diverse and inclusive workforce positions the company to grow, enhances our presence in diverse markets, and helps us build enduring relationships with each other, industry partners, and our clients.*

At XL Construction, we work in teams. We do our *best* work in teams made up of individuals with different backgrounds (ethnic, racial and otherwise), skills and passions so we cultivate diversity in our offices and on our sites. We strive to recognize our similarities and celebrate our differences.

Inclusion is leveraging these differences to build a foundation for personal and professional growth. A culture of inclusion encourages and seeks new ideas and experiences, values and engages everyone and goes beyond training and awareness.

We focus on creating and sustaining a culture of diversity and inclusion so we can build the collaborations we need to safely execute our work at the highest level.

Signed:



Berenice Rodriguez  
Human Resources