



# **Include Information Management's Justice, Equity, Diversity, and Inclusion Statement**

At Include Information Management, Inc. (i2m) we are committed to ensuring the tenants of Justice, Equity, Diversity, and Inclusion (JEDI). These tenants are vital to our mission, culture, and vision, driving meaningful change and sustainable progress within our organization.

As an ever-evolving company, we have made a commitment to actively work to implement justice, equity, diversity, and inclusion into every aspect of our business. We know that this commitment will strengthen our internal structure and culture, enhancing the products and the quality of the services we deliver to our clients. At the center of our JEDI policy is our company's adherence to a non-discrimination policy.

## **Justice**

We strive to break down barriers and systemic disadvantages to resources, opportunities, and participation for people who have been historically excluded – both in our work with partners and in our work environment at i2m. We strive to facilitate equitable access to decision-making processes and a safe and productive work environment.

## **Equity**

Tackling inequity and ensuring a workplace environment where practices, projects, and partnerships are fair and equal is a vital component to i2m's structure and work. Recognizing disparities that impact equality, we strive every day, both within our company and with outside partners, to create a world where equity and justice thrive. We do this by ensuring equal access to opportunities, approaching every day with an open mind, promoting a work culture that understands and respects the unique differences, valuable skills, and experiences individuals contribute to i2m.

## **Diversity**

Within our work environment at i2m, and in our relationships with partners across multiple sectors, we believe that diversity should be supported and celebrated. At i2m, we actively work to meaningfully engage with a diverse set of individuals, recognizing that their lived experiences and unique backgrounds emulate our core ideals, make our work outcomes richer and more productive, and reflect the world in which we live and work.

## **Inclusion**

We know that the mission and vision of our company are not achievable without the active inclusion of diverse perspectives. We actively work to facilitate a culture of respect and welcome the full involvement of all individuals who want to contribute to the mission and vision of i2m.

## **Changes to this Statement**

i2m will occasionally update this Statement to reflect company and customer feedback. i2m encourages you to periodically review this Statement. See the version number below to make sure you are viewing the latest version of this policy.

## **Contact Information**

i2m welcomes your questions or comments regarding this Statement. If you believe that i2m has not adhered to this Statement, please contact i2m at:

Include Information Management, Inc. (dba i2m)  
600 West Germantown Pike, Suite 400  
Plymouth Meeting, PA 19462  
support@i2m.solutions  
security@i2m.solutons  
888-991-3814



# **Include Information Management's Non-Discrimination Policy**

Include Information Management, Inc. (i2m) is an equal opportunity employer and does not discriminate on the basis of race, religion, gender, gender identity/expression, sexual orientation, age, origin, disability, marital/parental status, or previous affiliations. i2m upholds a workplace standard that does not tolerate harassment of any kind. Open communication and leadership support for reporting discrimination and harassment is available, discussed with all staff, and confidential in nature.

## **Changes to this Policy**

i2m will occasionally update this Policy to reflect company and customer feedback. i2m encourages you to periodically review this Policy to be informed of how i2m is protecting your information. See the version number below to make sure you are viewing the latest version of this policy.

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