

	<h2>Diversity and Inclusion</h2>	BUSINESS UNIT: 419 E. Lamar	
DOCUMENT NUMBER: P-HR-002	DOCUMENT OWNER: Human Resources	REVISION: 1	REVISION DATE: 10/22/2024

Inclusion and Diversity Initiative

Royal Case Company is committed to an inclusive and diverse workforce. This statement outlines the steps we will take during the financial year to ensure that measurable outcomes are achieved to ensure diversity and inclusion.

Compile Data

Assess the employee population on the following demographic points: age, disability, ethnicity, gender, language, race. Compare internal findings to comparable regional and national data.

Identify Areas of Concern

When contrasting collected data to regional and national data groups, identify areas within the departments that are lacking or too robust with any specified demographic.

Training and Awareness

Provide educational training and resources to department leaders to strengthen knowledge and awareness of the importance of Inclusion and Diversity. Measure the outcome of that training with additional data collection and implementation of additional training if necessary.

Risk Assessment and Due Diligence

Continue to measure our statistics and assess areas that see high turnover to ensure diversity is being considered in the hiring process. Hold departments accountable on a scheduled basis to review diversity within the ranks of each area, adjust as necessary.

Continuous Improvement

We recognize that Inclusion and Diversity bring value to our organization. We are committed to regularly reviewing and enhancing our policies and procedures to strengthen our approach to a diverse and inclusive workforce. This statement has been approved by the Executive Team at Royal Case.



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1	10/22/2024	Initial Release	A. Everett