



OUR DIVERSITY COMMITMENT

"We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams." ---Jimmy Carter

Houston Habitat for Humanity's mission is helping low-income Houstonians achieve homeownership. In achieving this goal, we make a difference in the lives of the people we touch every day. HHFH knows that diversity significantly enhances the quality of services we provide to our homeowners and volunteer experience. Thus, it is important to our organization that we foster, cultivate, and preserve a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and achievements as well. We recognize that embracing and achieving diversity among our employees is an ongoing process with challenges, but also with exceptional opportunities for business and personal growth.

HHFH maintains a culture where everyone is embraced and valued for who they are so they can believe in themselves and be their best. This enables HHFH to provide an authentic environment that cares for and engages every homeowner applicant, every volunteer, and every colleague. We believe the more globally inclusive we are in terms of characteristics that make our employees unique, then HHFH will be stronger, more culturally invested, and valued.

HHFH's diversity initiative includes our practices and policies on all employment actions and the ongoing development of a work environment that encourages:

- Respectful communication and cooperation between all employees, homeowners, volunteers, and suppliers.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Building valued partnerships with diverse homeowners, volunteers, suppliers, and Board members to promote a greater understanding and respect for diversity.

All HHFH employees have a responsibility to treat others with dignity and respect at all times. Employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off work sites, and at all other company-sponsored and participative events.

Diversity and inclusion creates a work environment in which all employees feel valued and cared for because of their unique attributes. Because of our diverse workforce, our employees are able to discern and take into account their own and others' world views with empathy, allowing them to seize opportunities, make decisions, and resolve conflicts in ways that optimize cultural differences for better, longer lasting, and more creative solutions.

We challenge our leaders at all levels to lead by example by strengthening their understanding of diversity in both their professional and personal life.