

BATAVIA DEVELOPMENT CORPORATION

Diversity Policy

Batavia Development Corporation (BDC) recognizes its talented and diverse organization is a key competitive advantage. Our organizational success is a reflection of the quality and skill of our people. BDC is committed to seeking out and retaining the finest human talent to ensure top organizational growth and performance.

Diversity management benefits individuals, teams, our organization as a whole, and our associates. We recognize that each Board member and employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the organization in all that we do.

BDC believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the organization, regardless of their differences. We are committed to recruiting the best people to do the best job possible.

We believe that the wide array of perspectives that results from such diversity promotes innovation, business and organizational success. Managing diversity makes us more creative, flexible, productive and competitive.

Recruitment

We believe that individuals involved from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex community and business issues. In our recruitment, we are committed to identifying talented individuals from under-represented backgrounds.

Career development and promotion

The BDC Board members strive to manage diversity to ensure that employees are treated fairly and evaluated objectively.

Any type of discrimination or harassment should be reported to and is the direct responsibility of the Executive Committee.

BDC Board of Directors, BDC members and its employees are responsible for ensuring that the Diversity Policy is articulated in the day to day running and strategic direction of the organization.

MOTION to adopt the Diversity Policy.

Peter Casey 2nd Pier Cipollone vote: **carried**

Peter Casey, Pier Cipollone, Ray Chaya, Mary Valle, Steve Pies, Barb Shine, Susie Ott

DATE: November 23, 2016