



## **VRE Inclusive Workplace Statement**

Virginia Railway Express (VRE) is dedicated to inspiring an inclusive work environment for everyone. We embrace and celebrate the unique experiences, perspectives, and cultural backgrounds that each employee brings to our workplace.

VRE is committed to the following actions in support of an inclusive workplace:

- Treat all employees with dignity and respect always
- Value all employees and empower them to do their best work
- Foster teamwork and employee participation, encouraging the representation of different employee perspectives
- Provide ongoing education for all employees on diversity, equity, and inclusion topics
- Provide training, developmental opportunities, and educational assistance for all employees who are inspired to learn and grow
- Represent and encourage diversity perspectives in our business processes
- Support the operation and efforts of the *Inspire* Team comprised of employees from across VRE to enhance diversity, equity, and inclusion
- Conduct periodic employee surveys and focus groups to identify where VRE supports inclusive practices, as well as where there is room for growth
- Provide all employees with a safe avenue to voice concerns regarding diversity, equity, and inclusion in our workplace

All VRE employees are expected to embrace and promote a diverse and inclusive workplace and culture and be guided by the following principles:

- Treat others with dignity and respect always
- Seek out insights from others with different experiences, perspectives, and backgrounds
- Be aware of unconscious bias and challenge this thinking
- Be open-minded and listen to others
- Be mindful of slang or idioms that might not translate across cultures
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome

***We are VRE and we are always better together!!***