



# DIVERSITY AND INCLUSION PROGRAM

Through **Entrust Includes**, our diversity and inclusion program, we acknowledge and celebrate all the individuals – and their unique backgrounds and perspectives – that make up the entire global Entrust team.

## WE DO THIS THROUGH:



Celebrating the cultures and colleagues that make Entrust unique is important. We have several global initiatives throughout the year to honor our diversity.



Online and in-person, instructor-led courses related to cultural diversity, unconscious bias, generational differences, conflict resolution, and more.



Programs like our employee resource groups give colleagues the opportunity to connect and engage with each other through meaningful discussions to positively impact our workplaces and communities.

**Securing identities is most effective when we value all identities. We are committed to ensuring that, through diversity and inclusion, the many voices that make up our communities are heard. Entrust expects and encourages all individuals to accept and respect one another. And, of course, to be themselves.**

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# EMPLOYEE RESOURCE GROUPS

Our employee resource groups consist of colleagues who have shared characteristics or life experiences. These voluntary, employee-led “Affinity” groups strive to foster a diverse, inclusive workplace, which can increase morale, retention, and innovation because of greater inclusion of diverse perspectives.

We currently have seven employee resource groups, and any Entrust employee can submit a request to start another group.



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