

DIVERSITY AND INCLUSION

In addition to our affirmative efforts to achieve equal employment opportunities in all aspects of employment and the work environment, Northwest Pipe Company is committed to cultivating a team with a foundation grounded in diversity and inclusion.

Diversity and inclusion are integral to our employee experience. We are committed to providing a work environment for all employees that is welcoming, respectful, and engaging, with opportunities for personal and professional development.

Our goal is to build a skilled, strong, and diverse team. We welcome and embrace our employees' differences in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, political affiliation, socio-economic status, veteran status, or any other characteristics that make them unique. Companies with a diverse workforce are proven to be more resilient. More importantly, creating an environment where everyone, from any background, can do their best work is the right thing to do.

Northwest Pipe Company's diversity initiatives include, but are not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of equity that values, encourages and enforces:

- Accountability to our employees and to the communities where we are located in regarding our desire to promote a greater understanding and respect for diversity.
- Our commitment to cognitive diversity, respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the authentic representation of all groups and employee perspectives.

Using our company values as a guide, Northwest Pipe Company strives to acknowledge, appreciate, and respect the differences in one another. We all share the responsibility to ensure a diverse and inclusive work environment.