



SFPE's Diversity and Inclusion Policy

SFPE's commitment to diversity and inclusion

SFPE is a global professional organization, and wherever we operate, and across every part of our business, we strive to create an inclusive culture in which difference is recognized and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are able to deliver the best solutions to challenges and deliver sustainable value for SFPE and its members.

What diversity and inclusion means for SFPE

- Embracing diversity – age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability.
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our membership, leadership, committees, chapters and staff.
- Building a flexible organization – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
- Respecting diversity – developing strong and sustainable relationships with diverse members, leaders, communities, staff, chapters, customers and suppliers.

Why diversity and inclusion are important

SFPE believes that being a diverse and inclusive organization improves business outcomes and will help SFPE to achieve its vision to become the global leader in the fire protection and safety engineering community. Specifically, it helps us to:

- Make good decisions about how we organize and optimize resources and work by eliminating structural and cultural barriers to working together effectively;
- Protect and enhance our license to operate by recognizing, respecting and taking into account in our decisions, the needs and interests of a diverse membership;
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent;
- Innovate by drawing on the diverse perspectives, skills and experience of our staff, membership, leadership, committees, chapters and other stakeholders;
- Adapt and respond effectively to changing societal expectations.

How we support diversity and inclusion at SFPE

Our commitment to diversity and inclusion aligns with our values of accountability, respect, teamwork and integrity and is reflected in our global code of business conduct. Diversity and inclusion are sponsored at the highest levels within SFPE starting with the SFPE Board of Directors. The board has approved this policy and, together with the Membership, Growth and Engagement subcommittee, guides the development of diversity and inclusion strategy and reviews progress measurable strategic objectives and key programs of work.

Leaders across SFPE are expected to build diversity into their committees and task groups and to demonstrate, through their behaviors and actions, commitment to fostering an environment where people feel included, valued and able to contribute their best. In accordance with our values, all of our staff are expected to demonstrate respect for their colleagues and teamwork. We work to educate staff about the benefits that diversity and inclusion bring to our organization.

SFPE also complies with international, national and local regulatory requirements in reporting our performance on diversity and inclusion. We are an equal opportunity employer. We employ on the basis of role requirements, and in keeping with local laws, we select people to roles based on their qualifications, skills and experience. We do not discriminate unfairly on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability. Our recruitment, deployment, reward and development practices, and our approach to working arrangements, are designed to attract and retain diverse talent and to accommodate individual needs at different career and life stages.

Wherever we operate we are committed to developing productive, mutually beneficial and long-term relationships with diverse groups. We work to accommodate the different cultures, lifestyles, heritage and preferences of local communities; and we have a broad member base. SFPE set measurable objectives for achieving diversity and inclusion. The board and the Membership, Growth and Engagement subcommittee review the objectives and our performance against them each year. We disclose the objectives and our performance in each annual report.

In order for SFPE to be a high-performing organization in the 21st century, we must constantly strive to foster an inclusive work culture and maintain an environment that embraces the diversity of our staff, leaders, committees, chapters and its members. It is our differences and varying individual perspectives that make our organization, the best it can be. In addition, we recognize that continued success in meeting the needs of our staff and members, both internal and external, requires the full and active participation of talented and committed individuals.

In essence, diversity includes all the characteristics, experiences and cultural influences that make each of us unique. Diversity and inclusion are the cornerstones of high organizational performance. All individuals are welcome at SFPE, and all individuals, regardless of race, color, age, national origin, sex, transgender status, gender identity, sexual orientation, pregnancy, religion, disability, genetic information, marital status, political affiliation, or status as a parent will be treated with respect and dignity. By fostering an atmosphere of inclusion and respect, we can continue to value and appreciate the strengths afforded by differences in the styles, ideas and organizational contributions of each person. Diversity not only complements our other organizational values of teamwork, leadership, empowerment and service quality, but also encompasses the way we work, the work environment and respect for all people and their ideas. We all share the responsibility to ensure diversity and inclusion throughout SFPE. SFPE encourages all to actively embrace these principles in all that we do to deliver the best services and to make SFPE the best organization based on principles of diversity.