TOWN OF HAMBURG INDUSTRIAL DEVELOPMENT AGENCY AND HAMBURG NEW YORK LAND DEVELOPMENT CORPORATION

DIVERSITY AND INCLUSION POLICY

Adopted: May 18, 2022, re-adopted as written May 17, 2023, re-adopted as written April 10, 2024, re-adopted as written March 12, 2025, re-adopted as written March 11, 2026

Whereas, the Board of the Hamburg Industrial Development Agency (HIDS) condemns all forms of racism and discrimination, and the subsequent violence that it causes.

We mourn the innocent lives lost, and stand united in our support of those whose lives were forever changed by the cowardly and senseless act of violence that took place on May 14th.

And whereas, Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees and members, invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' and members differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees and membership unique and balanced.

Now therefore be it resolved that, we pledge in action and voice to make the Town of Hamburg a place where all are welcomed and respected.

Employees ,members, potential applicants or applicants to the HIDA who believe they have been subjected to any kind of discrimination that conflicts with this diversity policy and initiatives should seek assistance from the agency Executive Director or Board President.