



DE&I | Diversity Equity & Inclusion



Vision — The environment we aspire to create:

To foster an environment that actively promotes diversity, equity, and inclusion in every aspect of our business. To validate, educate, activate, and empower all colleagues, creating a community that unites ideas, encourages dialogue, and inspires action.

Mission — Who we are and what we are doing now:

We embrace differences and seek to understand and celebrate diversity of thought, ideas, and backgrounds. We offer platforms to enable all colleagues to amplify their voice and elevate their contributions for equity of opportunity, recognition, and reward. We align our business strategies with our core values for stronger and sustainable results, and a meaningful place to work.

Operating principles — Our beliefs, how we approach our mission and vision:

- We seek to ensure that all current and future colleagues are free to create value, deliver superior outcomes, and develop innovative solutions for our clients, peers, and the communities in which we live and serve.
- We commit to promoting and sustaining an equitable and inclusive atmosphere, welcoming excellence and creativity from diverse perspectives.
- We identify and develop growth opportunities so colleagues from all backgrounds, specifically those marginalized by society, have the same chance to achieve success and receive equitable rewards for their contributions.
- We recognize that Buck colleagues across our geographic regions have varying levels of awareness. We share our personal experiences as learning opportunities to strengthen our collective actions and behaviors.