

# ORGANIZATIONAL CULTURE AND BELONGING

FEEL INVOLVED, RESPECTED AND CONNECTED, AND HAVE YOUR VOICE HEARD



## DIVERSITY, EQUITY, AND INCLUSION

# A CULTURE OF BELONGING

Avaap is passionately committed to creating a more diverse, equitable, and inclusive workplace in regard to race, ethnicity, nationality, gender identity or expression, religion, sexual orientation, age, disability, talent, ideas, culture, and all other diversity dimensions.



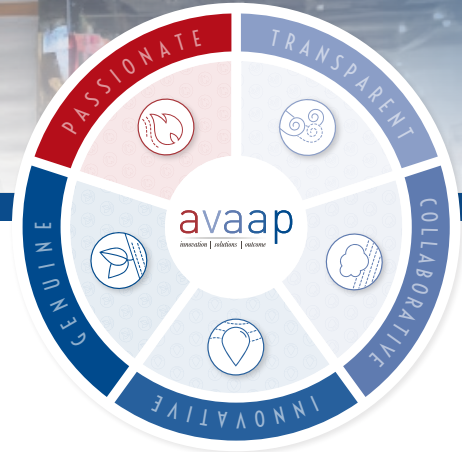
## BUILDING A BETTER FUTURE

Our goal is to create a safe work environment where people of different backgrounds can be their authentic self and be treated fairly and with respect. Inclusion plays as much a role in our success as diversity.

Avaap's culture is bound by our values of passion, collaboration, transparency, innovation, and genuine regard for individuals who build their career here.

## OUR PROMISE TO OUR PEOPLE

Avaap intentionally and actively refuses racism, discrimination, and inequality in our workplace to ensure Avaap employees can be their genuine selves and are given equal access to opportunities while removing barriers preventing full participation of some groups. To take little or no action is to accept the status quo and Avaap is passionately committed to starting and continuing conversations about racism, discrimination, bias, inequality and inadequate distribution of resources. Avaap will ensure that voices advocating for change are heard, treated fairly and with respect.



## OUR VALUES

Each element reflects the attitudes, values, beliefs, and behaviors unique to the Avaap culture. We hold high standards for service and approach every engagement with fierce dedication, passion, transparency, and collaboration. We have built a culture where people work hard, have a good time, and enjoy what they do while providing the best possible service in the technology consulting industry.

### PASSIONATE



*Fire / Agni* represents the passion from which the Avaap culture is forged. We relentlessly pursue personal and professional excellence and achievement in everything we do.

### TRANSPARENT



*Wind / Vayu* reflects transparency through speed and calm. We maintain transparency, communicating honestly and openly with our clients and each other.

### COLLABORATIVE



*Sky / Akash* correlates to Avaap's goals of always striving to achieve more. We work collaboratively as one team to achieve boundless success for our clients, our business and each other.

### INNOVATIVE



*Water / Ap* is always in motion, best representing innovation in action. We are continuously innovating, intellectually curious, and challenging the status quo to lead our industry.

### GENUINE



*Earth / Prithvi* represents Avaap's belief in a cleaner, greener, better world. We remain genuine in doing the right thing and being fully invested in building a better environment for our clients, communities, and each other.

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## EMPLOYEE ENGAGEMENT

# RESOURCE GROUPS

Avaap's Resource Groups are designed to support strategic objectives related to people and communities within the organization, and to create groups around shared characteristics, life and professional experiences, goals, interests, and passions to connect with employees across the world.



### DIVERSITY, EQUITY, AND INCLUSION

Making a commitment to diversity, equity, and inclusion to create a culture of belonging that deepens purpose and accelerates action.



### WOMEN IN LEADERSHIP

Advancing the personal and professional development of women through a network of empowered women leaders.



### AMERICAN HEART ASSOCIATION

Partnering to assist the American Heart Association's fight against heart disease and stroke, while raising critical funds to save and improve lives.



### CULTURE

Investing in an environment where everyone can be their true self and be inspired to grow, develop, and enjoy work-life balance.



### CHARITABLE BOARD

Providing an opportunity for employees to request financial support for causes they are personally invested in.



### PELTONIA

Riding for a cure during Pelotonia's annual event, raising money to support cancer research and share survivor stories.



### EMERGING CONSULTANTS NETWORK

Entering the consulting community with a peer network to learn from, exchange ideas, and grow together.



### WELLNESS

Promoting a holistic view of health and wellness through group initiatives that improve the quality of our employees' personal and work lives.



### BOOK CLUB

Promoting a sense of community and sharing of ideas and perspectives through virtual meetings discussing group-selected books.

*Sponsored by Women in Leadership.*



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## EMPLOYEE ENGAGEMENT

### GROWTH OPPORTUNITIES

Talent is truly appreciated at Avaap and consultants are empowered to succeed and grow, personally and professionally. Avaap leaders focus on developing, growing, and honing employees' skills. Avaap helps its talent achieve professional milestones and keep current in the industry.



#### ANALYST DEVELOPMENT PROGRAM

Avaap's two-year analyst program focused on development of core consulting and practice-specific skills and integrating them into our culture and client projects.



#### SPECIALIZED TRAINING AND CERTIFICATIONS

Avaap consultants are encouraged to pursue specialized training and achieve professional certifications to advance their skills and keep current in the industry.



#### MENTORSHIP PROGRAM

Avaap's mentorship program is designed to tap into the existing knowledge, skills, and experience of Avaap team members and share that with others in the organization.



## EMPLOYEE ENGAGEMENT

### CONNECTION TO PURPOSE

Avaap leaders know that the great work we do is powered by our people, which is why there's a strong commitment to helping every team member fulfill their personal and professional potential. Avaap promotes actions that celebrates diversity, advocates equity, creates inclusion, and results in a sense of belonging.



#### WOMEN'S SCHOLARSHIP PROGRAM

Avaap's Women in Leadership Scholarships are intended to honor the commitment and progress of women pursuing degrees in areas of study traditionally dominated by men.



#### LEARNING OPPORTUNITIES

Avaap offers opportunities through coffee talks, training sessions, and social events to learn more about each other, our cultures, diversity, and more.



#### CHARITABLE GIVING

Avaap is proud to support several charities and causes annually that truly make an impact to improve lives in the communities where we live and work as well as raise awareness and funds.



#### EMPLOYEE VOLUNTEERISM

Our team members volunteer with causes that are important to them and are encouraged to leverage Avaap's paid volunteerism policy to positively impact communities where our employees live and work.



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## EVENTS OVERVIEW

# 2023 IN REVIEW

Avaap supports and runs a number of events throughout the year to support various causes that are important to employees, allow employees to connect and discuss important topics, and learning opportunities to increase awareness on important topics. Here is an overview of Avaap events in 2023.

## JANUARY

### DIVERSITY, EQUITY, AND INCLUSION TRAINING

Instructor-led company training on unconscious bias and microaggressions

## FEBRUARY

### BLACK HISTORY MONTH CELEBRATION

Lunch and learn trivia on historic figures and milestones in black culture

### GO RED FOR WOMEN

Guest speaker on women's heart health and stroke awareness; National Wear Red Day

### AMERICAN LUNG ASSOCIATION FIGHT FOR AIR CLIMB

In-person Columbus event to support lung health and research

## MARCH

### INTERNATIONAL WOMEN'S DAY

Discussion on equity vs. equality; Guest speaker on how equity impacts their industry

## APRIL

### EARTH DAY

Community clean up initiative; For every bag of trash collected, Avaap donated \$20, up to \$2,000 to National Cleanup Day

### DIVERSITY, EQUITY, AND INCLUSION TRAINING

Instructor-led people manager training on inclusive leadership

### WORKPLACE FOR WOMEN COFFEE TALK

Discussion on what women look for in an employer and what stood out about Avaap

## MAY

### MENTAL HEALTH AWARENESS MONTH

Walk and talk exploring stigma and wellness benefits and support programs at Avaap

### MOTHER'S DAY

Discussion on challenges of motherhood and signs and symptoms of potential mental health problems

### STEP INTO SPRING WELLNESS CHALLENGE

Virtual step challenge; Donations made to charities of choice in winning teams' names

## JUNE

### PRIDE MONTH

Stonewall Columbus Pride Parade march; Lunch and learn trivia on LGBTQ+ flags and discussion on how to support community

### GRACEHAVEN OVER THE EDGE EVENT

In-person Columbus rappel event to end child sex trafficking

## AUGUST

### AMERICAN HEART ASSOCIATION HEART WALK

Kickoff for in-person team walks in OH, NJ, IL, and TX to support heart health

### PELONIA RIDE WEEKEND

In-person central Ohio bike ride to support cancer research

### WOMEN'S EQUALITY DAY COFFEE TALK

Discussion and celebration of women's equality

## OCTOBER

### BREAST CANCER AWARENESS MONTH

Columbus Breast Cancer Walk; Coffee talk on assessing risk and supporting survivors

### DIVERSITY, EQUITY, AND INCLUSION TRAINING

Instructor-led company training on diversity dimensions, creating psychological safety, and navigating conflict

## NOVEMBER

### 1,000 STRONG CHALLENGE

Virtual fitness challenge; Participants complete at least 1,000 reps of any strength exercise for rewards

### VETERAN'S DAY

Veteran employee spotlight where employee shared her experience in the Air Force