



DE&I Objectives

1. Foster, cultivate, and preserve a culture of diversity, equity, and inclusion (“DE&I”) throughout the organization by supporting the ongoing development of a work environment that encourages respectful communication, cooperation, teamwork and active engagement (participation) among all employees.
2. Review our DE&I Policy annually with our internal DE&I Committee and management, and address TA Realty’s practices and policies around recruitment and selection, compensation and benefits, professional development and training, and social and recreational programs.
3. Expand the number of firms, including but not limited to those owned by minorities, women, and people with disabilities, that can furnish the services and commodities the Firm needs for its business in an effort to provide alternate perspectives, improve quality of services and strive to create and preserve more value over the long term.