

Metric	Calculation	Direct Answer - 2025
S1. CEO Pay Ratio	S1.1) CEO total compensation to median FTE total compensation	NA
	S1.2) Does your company report this metric in regulatory filings? Yes/No	-
S2. Gender Pay Ratio	Ratio: Median male compensation to median female compensation	
S3. Employee Turnover	S3.1) Percentage: Year over-year change for full-time employees	3%
	S3.2) Percentage: Year over-year change for part-time employees	Only FTE
S4. Gender Diversity	S3.3) Percentage: Year over-year change for contractors/consultants	NA
	S4.1) Percentage: Total enterprise headcount held by men and women	Male: 81% Female: 19%
	S4.2) Percentage: Entry and mid-level positions held by men and women	Male: 80.5% Female: 19.5%
	S4.3) Percentage: Senior and executive level positions held by men and women	Male: 85% Female: 15%
S5. Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Only FTE
S6. Non-Discrimination	Does your company follow non-discrimination policy? Yes/No	YES
S7. Injury Rate	Percentage: Frequency of injury events relative to total workforce time	0%
S8. Global Health and Safety	Does your company follow an occupational health and/or global health and safety policy? Yes/No	YES
S9. Child and Forced Labor	S9.1) Does your company follow a child and/or forced labor policy? Yes/No	YES
	S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	NO
S10. Human Rights	S10.1) Does your company follow a human rights policy? Yes/No	YES
	S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	NO
S11. Community Investment	Amount invested in the community, including philanthropic donations, as a percentage of the company's pretax profits	0.015122211