

## ANIKA'S DIVERSITY, EQUITY AND INCLUSION POLICY STATEMENT:

***Anika is committed to a diverse, equitable and inclusive workplace where all employees, regardless of their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability are valued, respected and supported. We will not discriminate based on these characteristics and will provide equal opportunities for employment and advancement throughout the company. Anika respects and appreciates diverse life experiences and heritages and will always work to ensure that all voices are heard and valued.***