

OUR COMMITMENT

March 27, 2024

Our commitment to a better world:

Our beliefs and values at Idaho National Laboratory

Idaho National Laboratory's vision is to change the world's energy future and secure our nation's critical infrastructure. Our mission is to discover, demonstrate and secure innovative nuclear energy solutions, other clean energy options and critical infrastructure. To achieve our mission and fulfill our vision, we foster a welcoming culture that is inclusively diverse, psychologically safe, and where everyone feels valued and empowered to bring their best selves to work each day.

INL depends on thousands of employees, contractors, suppliers and partners who perform a variety of tasks. They conduct advanced nuclear research, protect our nation's critical infrastructure, explore new horizons in clean energy, deliver our net-zero pledge, sustain the laboratory's unique scientific facilities, and uplift the communities we serve. As we celebrate our 75th anniversary in 2024, we do so with a belief that all people and ideas are valued here.

We are proud to be a leader in Idaho's business community, working diligently to set a positive example, bring people together, foster mutual respect and understanding, and create environments that allow everyone to maximize their potential. We don't just value inclusive diversity, we live our values by actively seeking out and embracing everyone. Inclusively diverse people, perspectives and ideas are essential to our future.

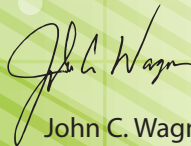
Our inclusion approach is grounded in psychological safety. Therefore, we believe in treating everyone equitably with respect and dignity. Our goal is to create a workplace where everyone feels a sense of unity and belonging.

INL does not tolerate harassment or discrimination of any kind. Our policies and procedures address issues if they occur. All employment decisions are made without regard to age, sexual orientation, gender expression/identity, national origin, religion, marital status, disability, veteran status, political affiliation, pregnancy, family responsibilities, genetic information or personal appearance.

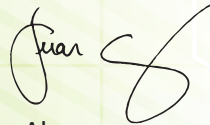
We are serious about fostering inclusive diversity and expect all charities, entities and organizations with whom we collaborate or conduct business to follow the same guiding principles. We will not support organizations whose policies discriminate based on age, gender, race, sexual orientation, gender expression/identity, national origin or religion. Inclusively diverse perspectives and backgrounds enhance laboratory results and will positively impact our communities for generations to come.

Please join us in celebrating our differences, learning from each other, creating a welcoming and empowering culture, and making the world a better place for everyone.

Sincerely,



John C. Wagner, Ph.D.
Laboratory Director



Juan Alvarez
*Deputy Laboratory Director
for Management and Operations*



Erin Searcy
*Acting Deputy Laboratory Director
for Science and Technology*



Idaho National Laboratory