

**County of Chautauqua Industrial Development Agency (“CCIDA”),
Chautauqua Region Economic Development Corporation (“CREDC”) and
Chautauqua County Capital Resource Corporation (“CRC”)**

DIVERSITY POLICY

This Diversity Policy is adopted upon approval by the respective Boards of each Agency and applies to all members, directors, committee members, officers and employees of the County of Chautauqua Industrial Development Agency (CCIDA) and its affiliates: Chautauqua Region Economic Development Corporation (CREDC), Chautauqua County Capital Resource Corporation (CRC) and any other affiliated entities that may hereafter be established (hereinafter collectively referred to as the “Agency”).

The Agency believes in diversity and values the benefits that diversity can bring to its board of directors (the “Board”). Diversity promotes the inclusion of different perspectives and ideas, mitigates against group think and ensures that the Agency has the opportunity to benefit from all available talent. The promotion of a diverse Board makes prudent business sense and makes for good governance.

The Agency seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of expertise, experience, skills and backgrounds. The skills and backgrounds collectively represented on the Board should reflect the County of Chautauqua for which the Agencies were established. For purposes of Board composition, diversity includes, but is not limited to, business experience, geography, age, gender, and ethnicity.

When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Agency will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

Reviewed and adopted this 26th day of September, 2023
by the respective Boards of each corporation referenced above.