



Non-Discrimination Statement

Since our inception, Caregility has been committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We believe that our Team Members are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

As a minority owned company we fully embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Caregility's diversity and inclusion initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives
- Work/life balance through flexible work schedules to accommodate employees' varying needs
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

In addition to the abovementioned values we have engrained in our culture, we also require all employees attend and complete several annual diversity and inclusion awareness training courses to enhance their knowledge to fulfill this responsibility.

To expand and strengthen awareness and broaden the conversation of the importance of diversity, equity, and inclusion we recently partnered with a global leader in the training and development industry to deliver the following courses to our team members:

- Bridging the Diversity Gap
- Your Role in Workplace Diversity
- Understanding Unconscious Bias
- Overcoming Unconscious Bias in the Workplace
- Overcoming Your Own Unconscious Bias

Further, in continuing our commitment to keep diversity and inclusion in the forefront of our corporate culture we regularly invite various subject matter experts to present to our global workforce how



diversity and inclusion is a significant positive force in ensuring success by allowing each and every one of us to believe in ourselves and to contribute the best we have to offer.

At Caregility, we believe all employees always have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

We encourage any employee who believes they have been subjected to any kind of discrimination that conflicts with the company's diversity and inclusion policy and initiatives to seek assistance from their supervisor or a HR representative.