



Statement of Diversity, Equity, and Inclusion:

Compass Surgical Partners is committed to cultivating a culture of diversity, equity, and inclusion.

Our employees are our most valuable asset. The sum of our individual differences, experiences, self-expression, unique capabilities, and talent represents our culture, reputation, and success. We strive to foster a sense of belonging and empowerment at work.

We embrace 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.

Compass' initiatives surrounding diversity, equity, and inclusion are applicable to our practices and policies on recruitment and selection (talent acquisition); compensation and benefits; professional development and training; promotions; and the ongoing development of a work environment built on the ideals of inclusivity that encourage:

- Respectful communication and cooperation
- Authenticity that allows each person to bring his or her whole self to work
- 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

All employees of Compass have a responsibility to treat others with dignity and respect and exhibit conduct that insists on inclusion. All employees will attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility. Employees who believe they have been subjected to any kind of harassment or discrimination that conflicts with the company's diversity statement and initiatives should seek assistance from a supervisor.