



## Inclusion and Diversity

At Gainwell, we believe in inclusion and opportunity for all — an attribute reflected in our focus on making vital healthcare and services available to everyone. We appreciate and recognize the unique qualities and abilities each person brings to the company and our clients. Through openness to different ideas, ethnicities and backgrounds, we create a stronger, bolder and more unified company based on respect and collaboration that inspire growth.

We harness the unique contributions of our people to give us our edge. We value each idea and the person behind it — all of our people, of every ability and background — past, current, and future.

Gainwell is strongly committed to equal employment opportunity. We consistently promote this commitment in our overall efforts to support diversity and an inclusive company culture. The more we value our individual differences and nurture our unique strengths, the more we can inspire, innovate, and accomplish as a team. As an integral part of our business strategy, this commitment to equal employment opportunity and diversity promotes an open environment of tolerance, understanding, and mutual respect. It also serves as both a catalyst and an essential advantage in the success of our business.

When our internal population reflects the external population, we can bring in the highest levels of talent available.

### Policy

Gainwell Technologies and its subsidiaries and affiliates worldwide believe that a diverse workforce committed to fair employment practices helps Gainwell realize its full potential. Recognizing and developing the talents of each individual brings new ideas to our company. We benefit from the creativity and innovation that results when people who have different experiences, perspectives and cultures work together. We understand a well-managed diverse workforce expands Gainwell's base of knowledge, skills and cross-cultural understanding, which in turn, enables us to understand, relate and respond to our diverse and changing customers.

Gainwell complies with all applicable local laws, labor agreements and regulations pertaining to non-discrimination and equal opportunity. Gainwell is an equal opportunity employer.

Gainwell is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is the company's policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, customer, or client on the basis of race, ethnicity, color, religion, nationality, marital status, gender, sexual orientation, gender identity and expression, age, protected genetic information, disability, pregnancy, family responsibilities, medical conditions, covered veteran status, political affiliation or any other basis prohibited by law.

The policy applies to all personnel actions, including but not limited to recruiting, selection, assignment, classification, transferring, promoting, training, compensation and benefits, benefits administration, disciplinary actions, terminations of employment, and any other personnel policies and practices to the full extent permitted by applicable law

### Compliance, Equal Opportunity & Inclusion

Our policy and practice at Gainwell is to maintain a work environment free from discrimination, one where employees are treated with dignity and respect. To that end, Gainwell administers its recruitment practices, the terms and conditions of employment, and all policies and practices within the limits of local law and without regard to any legally protected characteristics. This means that Gainwell administers all policies and practices within the limits of the law without regard to race, ethnicity, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, disability (physical or mental), age, protected veteran status or military service or affiliation, marital status, sexual orientation, gender identity and expression, protected genetic information, or political affiliation.



### Reporting

Gainwell prohibits retaliation against any employee who makes a good faith complaint regarding a violation or suspected violation of this Policy, or who participates in an investigation of such a complaint. Gainwell will conduct a prompt investigation into such complaints in accordance with local law requirements, and if discrimination, harassment, retaliation, or other inappropriate behavior is substantiated, appropriate disciplinary action will be taken in accordance with local law, up to and including termination of employment to the full extent permitted by applicable law.

### Procurement

The Gainwell Supplier Diversity policy provides small, minority-owned, women-owned, veteran-owned, and other underutilized businesses an equal opportunity to participate as suppliers for materials and services purchased. The primary objective of this policy is to increase the dollars Gainwell awards to these businesses while continuing to purchase based on competitive technology, quality, responsiveness, delivery, and price. We recognize that talent is distributed throughout the general population; therefore, it is our policy to cultivate relationships with a diverse base of suppliers, subcontractors, and customers.

