

Diversity, Equity, and Inclusion

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1.0 PURPOSE:

At Agiliti, we believe every interaction has the power to change a life. We are unwavering in our commitment to do the right thing for our people, our customers and our communities. In furtherance of this commitment, Agiliti strives to promote a welcoming, diverse, discrimination and harassment-free workplace for our employees. We also seek diverse perspectives and new ideas to help us better serve our nation's healthcare providers and represent the diversity of our team and the people and communities we serve together throughout the U.S. healthcare system.

The purpose of this Diversity, Equity, and Inclusion Policy is to provide guidelines for implementing and enforcing policies and procedures that solidify and define our commitments to equal employment opportunities, nondiscrimination, and to diversity, equity, and inclusion. It also applies to affirmative action programs for all candidates and employees, as well as to equal employment advancement opportunities for existing staff. Additionally, this Policy seeks to ensure the Company does not practice discrimination and, in fact, that it welcomes, integrates and values people from all backgrounds. See our definition of Diversity, Equity, and Inclusion in Section 3.0 Terms and Definitions. It is the policy of the Company to fully comply with applicable laws that prohibit discrimination.

a. Oversight

The Chief Human Resources Officer (CHRO) is responsible for oversight and enforcement of this Policy. Our CHRO regularly reports to the Chief Executive Officer (CEO) regarding Diversity, Equity, and Inclusion initiatives and performance. Agiliti's Board of Directors also receives updates and provides strategic guidance for Diversity, Equity, and Inclusion performance and Policy enforcement as part of their oversight of Agiliti's human capital management.

2.0 SCOPE:

This Diversity, Equity, and Inclusion Policy applies to candidates/applicants for employment, all employees of the Company, board members, officers, contractors, and certain third parties that can be affected because of their relationship with the Company. This Diversity, Equity, and Inclusion Policy also addresses all of the Company's operations and every aspect of the employment relationship, including but not limited to personnel actions such as recruitment, selection procedures (such as hiring, work

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assignments, and shift selection), compensation decisions, employee development, training, performance evaluations, promotions, transfers, benefits, disciplinary action and Company social and recreational programs.

3.0 TERMS & DEFINITIONS:

- a. **Discrimination**, which can be direct or indirect, means any distinction between diverse individuals, and includes treatment that is unjust, prejudicial or preferential. See the following definition of Diversity for more information.
- b. **Diversity** is the practice of respectfully accepting, and including people from a range of backgrounds, and can be based on ethnicity, religion, sexual orientation, gender identity, national origin, citizenship, ancestry, age, disability, genetic information, physical appearance, marital status, family or military caregiver status, social background, veteran or military service or obligation, reserve status, national guard status, refugee status, political affiliations, cultural traditions, trade union activities or any other basis protected by applicable laws.
- c. **Equity** is the practice of being impartial and just to all people regardless of their identity or diversity characteristics. This includes identifying and eliminating barriers faced by individuals or groups to ensure just access to employment and advancement opportunities and full participation.
- d. **Inclusion** is the practice of accepting all individuals for who they are and for treating them with respect, while ensuring they feel welcome to be their authentic and complete selves at work and to contribute to the organization's success without limitation. Key elements of inclusion include collaboration, belonging, respect, empowerment, and accommodation of individuals, particularly those who are members of groups that have been historically excluded or denied access.

4.0 POLICY:

Our commitment to Diversity, Equity, and Inclusion — and to equal employment opportunities — concerns all aspects of the employment relationship, including the following:

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- a. Recruitment and Hiring:** Ensure that methods for sourcing candidates for employment — and for deciding those candidates to whom an offer of employment will be extended — do not discriminate against people with protected status, and that they reflect this Diversity, Equity, and Inclusion Policy and, where applicable, affirmative action programs. The Company shall:
- i. Enlarge and diversify its sources of recruitment and the pool of candidates considered for employment openings, including openings in upper-level management, and encourage candidates from diverse or minority backgrounds to apply. For instance, the Company will work together with their external recruitment partners to ensure that the external partners understand the Company's commitment to this Policy, and recruit, hire, and staff accounts with nondiscrimination and equal employment opportunity principles in mind.
 - ii. Determine the duties, functions, and competencies relevant to each position, and create objective, job-related qualification standards related to those duties, functions, and competencies, while ensuring that the qualification standards are applied consistently when choosing among candidates.
 - iii. Ensure selection criteria do not disproportionately exclude certain protected groups unless the criteria are valid predictors of successful job performance and meet the employer's business needs, consistent with applicable law.
- b. Training, Promotions, and Career Advancement:** Incorporate measures to ensure equal employment opportunities in employee promotions and career advancement, including employee training and development.
- i. The Company should ensure that it develops the potential of employees, supervisors, and managers with equal employment opportunities and the empowerment of women, minorities, and different ethnic groups in mind, by providing training and/or mentoring that offers employees of all backgrounds the opportunity, skills, experience, and information necessary to perform well and to ascend to upper-level jobs.

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- ii. Employment decisions in which equal employment opportunity principles should be considered include, but are not limited to evaluating employees' performance; making recommendations on internal transfers; professional or employee skills development opportunities; compensation decisions and promotions.
 - iii. The Company should establish an evaluation system under which no advancement can be blocked or favored by the influence of favoritism or bias (see Code of Conduct) and under which employees are evaluated for promotion and/or advancement based on objective and job-related criteria.
 - iv. The Company should ensure that promotion criteria are widely known, and that job openings are communicated to all qualified employees.
 - v. The Company shall abide by any affirmative action programs or other obligation to advance in employment qualified individuals in protected categories, as required by applicable law.
- c. Anti-harassment:** Provide working conditions that are free of, and that prevent, any kind of unlawful harassment, including harassment because of ethnicity, religion, gender, sexual orientation/ gender identity, national origin, citizenship, ancestry, age, disability, genetic information, family care status, military caregiver status, veteran or military service or obligation, reserve status, national guard status, or any other basis protected by applicable laws, consistent with applicable law.
- i. The Company shall take all necessary measures to prevent sexual and other unlawful harassment, including implementing, disseminating to all employees, and enforcing a Policy prohibiting unlawful harassment and retaliation on any basis protected by applicable laws. Such policies must include at least the following:
 - 1. The definition of unlawful harassment, a clear explanation of prohibited conduct, and specific examples of prohibited conduct;

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2. Assurance that individuals who make complaints or provide information related to complaints will be protected against unlawful retaliation;
 3. A clearly described complaint process that provides for more than one accessible avenue for raising complaints;
 4. Assurance that the Company will protect the confidentiality of harassment complaints to the extent possible and consistent with applicable law;
 5. A complaint process that provides a prompt, thorough, and impartial investigation.
- ii. The Company should ensure that it takes immediate and appropriate corrective action when it determines that harassing behavior in violation of the Company's Policy has occurred. The Company shall conduct periodic training of personnel on the topic of unlawful harassment and Company policies addressing this topic, and by posting such policies and notices and summaries of employee rights related to sexual and other unlawful harassment in the workplace.
- d. Remuneration:** Promote equal pay and ensure that no worker is unlawfully discriminated against in terms of salary, benefits, incentives, or other forms of compensation or remuneration.
- i. The Company shall monitor remuneration/compensation practices on an annual basis to identify areas of potential concern in terms of equal employment opportunities and put in place the necessary means of rectifying such areas as deemed appropriate and consistent with applicable law.
 - ii. The Company shall also ensure that leaves of absence related to pregnancy and parental leave, among other types of leaves, or other events linked to parenting do not result in a violation of the Company's equal employment opportunities commitment.

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- e. Working Conditions:** Ensure that every employee is treated with respect and dignity. Promote policies and work arrangements that benefit the Company as well as employees in terms of their family, personal and work time. Encourage efficiency in the use of work time, making effective measures and tools available in the Company for this purpose.
- i. The Company shall ensure that no individual is excluded, rejected or ignored in the context of work or the Company's work-related activities. This covers job assignments as well as hours of work and rest / holidays
 - ii. The Company shall encourage clear and transparent Company-wide communication about the importance of managing family, personal and work time.
 - iii. The Company shall comply with all applicable laws requiring reasonable accommodations and modifications in the workplace for disabled applicants and employees.
 - iv. The Company shall monitor its practices for Equal Employment Opportunity compliance and conduct self-analyses to determine whether current employment practices may disadvantage people of protected categories.

5.0 PROCEDURE

- a. Policy Training and Awareness.** Employee training for this Policy is intended to ensure that all Company staff and management are aware of the Company's commitment to equal employment opportunities, nondiscrimination, diversity, equity and inclusion, and where applicable, affirmative action programs.
- i. The Company shall identify and implement appropriate and periodic training, for all staff, including managers and executive leaders, on equal employment opportunity principles and laws, and best practices within the workplace for ensuring such principles are followed in Company employment decisions. This training shall include training

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modules intended for employees responsible for the recruitment and the hiring process and Human Resources Department management.

- ii. To increase and broaden awareness, the Company shall ensure that its equal employment opportunity policies are prominently and conspicuously displayed for all employees, including within employee handbooks and manuals, as well as in training sessions, among other locations.
- iii. Managers are responsible for understanding and following the Company's Diversity & Inclusion and Equal Employment Opportunity policies in their location and for educating employees who report to them about such policies. Managers should maintain open lines of communication and allow employees to express their concerns about actual and potential violations of such policies without fear of unlawful retaliation. Managers must respond to any form of unlawful discrimination or harassment reported to them or that they observe, in accordance with Company policies, including by taking swift action designed to stop the conduct and reporting it to Human Resources Department management.

b. Contact Information and Reporting

- i. Employees are responsible for reviewing, understanding, and asking any questions needed to clarify this Policy and any Company-specific Equal Employment Opportunity policies or, where applicable, affirmative action programs; promoting a workplace free of unlawful discrimination and harassment by conducting themselves in a manner consistent with such policies; attending all required training on the subject matter of such policies; and **immediately reporting any possible violation** of such policies to their Human Resources Department or to the Chief Compliance Officer.in accordance with the procedures set forth in their Company policies
- ii. Not only must managers and supervisors conduct themselves in a manner consistent with this Policy, but they are also responsible for establishing and maintaining a work environment free of unlawful discrimination and harassment. **Managers must respond to any form**

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of unlawful discrimination or harassment reported to them, or that they observe, in accordance with the Company policies, including by taking swift action designed to stop the conduct and reporting it to Human Resources Department management.

- iii. The Human Resources Department has the same responsibilities as all other employees relative to compliance with this Policy. Company Human Resources Department personnel have special responsibilities in preparing and implementing this Policy and all Company-specific policies, including identifying and conducting/arranging for training on such policies, conducting thorough investigations of the complaints that are brought forward by management or any employee under such policies; and providing appropriate coaching and support for all parties involved in possible discrimination or harassment situations. **In cases where an employee is not responsive to coaching relative to Company procedure and policy, the Human Resources Department is obligated to elevate the situation to the appropriate Company leaders for immediate action.**
- iv. To report concerns or ask questions, please contact hemployees@agilityhealth.com or [Compliance Hotline](#).