

A10 Clinical Solutions – Statement on Diversity

Diversity, generally understood and embraced, is not casual liberal tolerance of anything and everything not yourself. It is not polite accommodation. Instead, diversity is, in action, the sometimes painful awareness that other people, other races, other voices, other habits of mind, have as much integrity of being, as much claim on the world as you do...And I urge you, amid all the differences present to the eye and mind, to reach out to create the bond that...will protect us all. We are meant to be here together.

William M. Chase, *The Language of Action*

We welcome people who want to change the world.

At A10, our people are our competitive advantage. We want to keep it that way. Today more than ever, diversity plays a role in everything we do. Understanding the markets that we serve begins with our ability to attract and retain top talent with different skill sets and backgrounds. If we do that well, we will continue to be the employer, supplier and clinical partner of choice.

We are committed to creating an inclusive culture in which people of different ages, education levels, ethnicities, genders, physical abilities, races, religious beliefs, sexual orientations and socioeconomic backgrounds are recognized and included as full members of an invaluable team.

We seek to create an environment that invites and values the contributions of everyone so that we can fulfill our vision of being “*The Clinical Powerhouse Healing the World*”. Toward this end, we are committed to honest and respectful dialogue, treating everyone with dignity and respect, and managing tensions and different viewpoints with maturity, sensitivity and as growth opportunities. We view this approach to diversity as fundamental to achieving our corporate, clinical practice and professional development goals because it provides opportunities for us to expand our horizons, learn from each other and do our best work.

Diversity is the power of differences. We believe that amazing things come when people from different worlds and world-views approach each other to create a conversation. We believe that having a diverse, inclusive workforce and organization makes us a more innovative and agile company, attuned to the needs of our customers.