



Accord Affirmative Action Policy

July 17, 2024

At Accord Healthcare, Inc, Accord BioPharma, Inc and Essential Pharmaceuticals, LLC (collectively “Accord” or the “Company”), we are committed to fostering a diverse and inclusive workplace where all employees have equal opportunities to thrive. This policy (the “AAP”) is a testament to this commitment to ensure that the Company’s employment practices are free from discrimination and that we actively promote diversity within our organization.

Accord believes that a diverse workforce enhances our ability to serve its customers, innovate, and maintain a competitive edge. As part of the AAP, Accord strives to create an environment where every individual is valued, respected, and given the opportunity to contribute to their fullest potential.

Key Principles of the Affirmative Action Policy:

1. **Equal Employment Opportunity:**

- The Company provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other protected characteristic.

2. **Proactive Recruitment:**

- The Company actively seeks to recruit, hire, and promote qualified individuals from diverse backgrounds. Accord’s recruiting strategy aims to reach a broad pool of candidates.

3. **Employee Retention:**

- Accord is committed to retaining its diverse talent by fostering a supportive and inclusive work environment. Accord provides opportunities to help all employees grow professionally.

4. **Monitoring and Accountability:**

- The Company regularly reviews its employment practices, composition of its workforce and compensation levels across the organization to identify areas for improvement. We hold ourselves accountable for making progress.

5. **Policy Communication:**

- The Company communicates its commitment to fair treatment and equal employment opportunity to all employees, applicants, and the public. Its policies are included in employee handbooks, posted on Accord’s website, and displayed prominently in our workplace.

Commitment to Continuous Improvement:

Our AAP is not just a policy but a continuous effort to create a workplace where diversity, inclusion and equitable treatment are prioritized. Accord is dedicated to listening, learning, and evolving to meet the needs of our employees and the communities we serve.



By embracing diversity and ensuring equal opportunities, Accord aims to build a stronger, more innovative, and more inclusive organization for the future.