

ADVANCED CLINICAL CARES: OUR CORPORATE COMMITMENT TO EQUITY AND INCLUSION

At Advanced Clinical, our commitment to equity, diversity and inclusion (D&I) is crucial to fulfilling our mission and demonstrating our [REAL values](#). We aim to inspire the equity and D&I conversation, especially with women in our workplace. It is our goal to drive change within our organization by creating a welcoming and supportive environment where women from all backgrounds are accepted. A diverse staff allows us to effectively draw on different perspectives, which strengthens Advanced Clinical's legitimacy and relevance in delivering services to our clients.

We seek talented, creative individuals from a variety of backgrounds and cultures to work with us. It is our priority that our workplace be inclusive, welcoming of diverse ideas and appreciative of valuable experience. Our equity and D&I programs provide women with the resources and support to progress in the workplace.

“As the CEO, I recognize that individual differences represent a variety of opportunities for Advanced Group. We hold ourselves, our management team, and all employees accountable for promoting an environment that values these differences and capitalizes on these opportunities for the ultimate benefit of our clients, talent out working, and employees.”



Leo Sheridan
CEO Advanced Group

Advanced Clinical is proud of our efforts to move our equity and D&I culture forward, helping women advance in the workplace, including:

- Our [Be the Difference](#) Advanced Group committees, which were created to address needs and take action in the areas of equity, D&I, well-being, and corporate responsibility.
 1. The D&I Committee and sub-committees (focusing on global women's council, people of color, LGBTQ+, public relations, internal training, and recruitment) aim to make everyone feel included in our workplace. In focusing on D&I training, marketing and awareness, we can recognize, reflect, and promote the empowerment of unbiased, diverse stories, including those from women, both inside and outside of our organization.
 2. Our Well-Being Committee supports and encourages employees in their wellness journey by sponsoring challenges, reimbursement opportunities and informational webinars, which help balance workplace priorities with home priorities.
- **Quarterly All-Staff [Culture Conversations](#)** to promote D&I discussions and provide a safe space for everyone to share their experiences. Topics of conversations have included Pride Month, Juneteenth, the Black Lives Matter movement, and more.
- **Return-to-work survey** to listen and adapt to the different needs of our team during the COVID-19 pandemic. We also implemented a Wellness Day in May and summer flex hours to allow our team time to step away from work and unplug each week.
- **[Unconscious Bias & Conscious Inclusion training](#)** are required of all employees, regardless of their position. These trainings teach everyone about how to acknowledge their biases and how to create a more inclusive workplace environment. Our Interview Skills and Bias training is a new program that teaches everyone involved in the hiring process how to make better hiring decisions, ensuring all interviews are inclusive and eliminating any biases related to gender, race, etc. We've also designed [eight D&I trainings](#) for our external clients.



Advanced Clinical is a privately-held, single owner global clinical research services organization, providing full-service CRO, FSP and Strategic Resourcing solutions for biopharmaceutical and medical device organizations. Our company is committed to improving all lives touched by clinical research and we address the hopes of patients and healthcare professionals with industry-leading services and technology in life sciences.

For more information about our Diversity & Inclusion efforts, please contact us at www.advancedclinical.com.