



Action Statement

Gordon Bowen
Lifebanc CEO

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

Lifebanc's mission is to save and heal lives by providing a second chance at life with organ, eye, or tissue donation. This mission is universal in nature and affects all within our community regardless of age, race, gender and religion. It is rooted in Lifebanc's values of service, quality, teamwork, commitment, integrity and innovation. Our leadership team stands behind these values and continues the pledge to support Diversity, Equality, and Inclusion in our workplace and beyond.

In recent weeks, I represented Lifebanc during a panel discussion with corporate leaders across Northeast Ohio to address efforts at creating a more diverse, equitable and inclusive workforce. The opportunity to listen and learn from the panelists reinforced my belief that I am proud to lead the Lifebanc team. I believe that Lifebanc's culture is truly defined by Lifebanc's mission to save and heal lives, which is a universal need that sees no color. Our values can be seen in our support of local communities, our internal practices, programs, and position on the importance of diversity in the workplace.

I encourage all of you to join me in this pledge on behalf of Lifebanc and the collective public to advocate for Diversity, Equality and Inclusion by taking these steps to attain equality.

- > **Educate yourself on challenges of our minority communities**
- > **Respect and appreciate our differences**
- > **Act as an advocate – be an ally to work toward a better future**

As we continue to grow, we strive to create safe spaces for open and honest dialogue about challenges, inequities, and, most of all, how we can do better – individually and as an organization. We encourage all to participate and speak up with any questions, comments, or suggestions. I believe we can all become a part of the change we wish to see – and need to see, if we stand together to make a difference.

Gordon Bowen, Lifebanc CEO