

COOK MEDICAL

Diversity, Equity, and Inclusion



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TAKEAWAYS

Our Approach to DEI

Renewed commitment to the longstanding approach of putting our employees and communities first that

- Allows us to promoting growth and provide pathways to opportunities throughout our organization to all of our employees.
- Creates projects and partnerships that are more sustainable than typical philanthropy and traditional DEI work.
- Invites diverse people to fully participate in and contribute to the future of Cook Medical and the communities we engage with.
- Encourages inclusivity through the appreciation and awareness of the diverse cultures that strengthen us.

Our Mission, Commitment & Values Guide our DEI Journey

Cook Mission

We invent, manufacture, and deliver a unique portfolio of medical devices to the healthcare systems of the world to serve patients with the highest quality products.

DEI Commitment Statement

Cook is committed to removing barriers due to difference to create pathways to opportunity and well-being so that our employees, patients, communities, and business can reach their full potential.

Cook Values

- Act with integrity
- Demand quality
- Be transparent
- Give back
- Treat everyone with respect
- Continually improve
- Solve problems together

DEI + B&E Defined

Diversity = The representation of our varied differences and identities.

Equity = Fair treatment, access, opportunity, and advancement for all people.

Inclusion = Actively inviting the participation and contribution of all people.

Belonging = Feeling of fitting in and being an accepted member of a group.

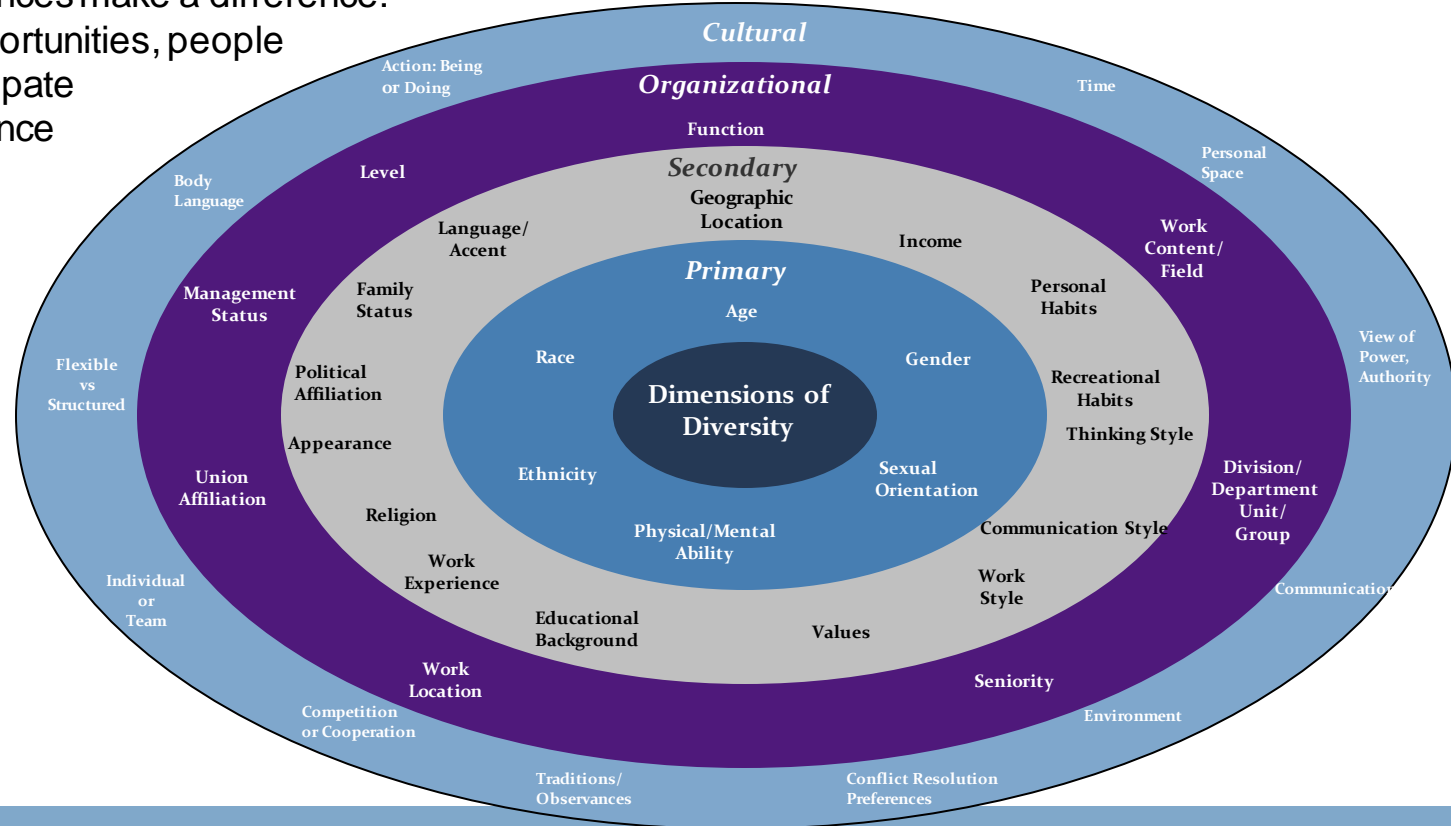
Engagement = Strength of the mental and emotional connection and commitment employees feel toward their workplace. A product of inclusion and belonging.



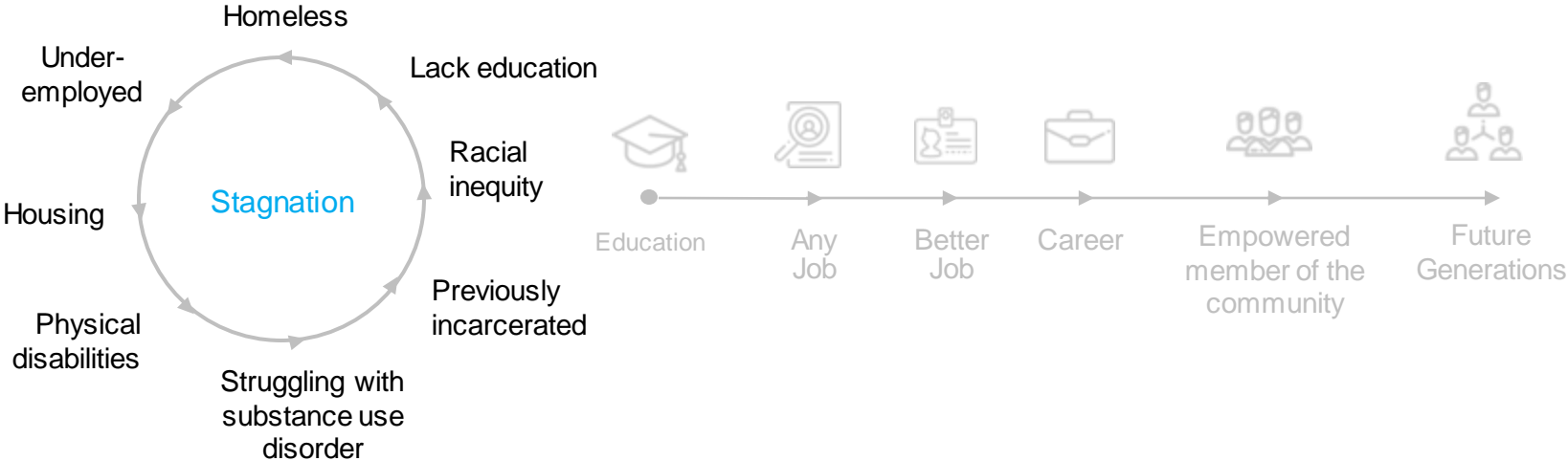
Dimensions of Diversity

Consider which differences make a difference:

- Access to info, opportunities, people
- Invitations to participate
- Workplace experience



Barriers to Opportunity



Focused areas

- Our global Diversity, Equity & Inclusion (DEI) program has three focused areas:
 - Business operations
 - Workplace experience
 - Community engagement

Business Operations

Our goal is to ensure our business practices reflect our commitment to equality and equity in every way. This commitment will require a deep and reflective look into the policies, processes, and procedures we use to operate, the services we provide, and the products we manufacture.

- Identifying opportunities for improvement; particularly with our talent programs
- Create mechanisms for measuring progress and accountability towards becoming a more equitable and inclusion company
- Ensuring we are manufacturing and developing products with a DEI lens

Workplace Experience

We believe it is essential to have an inclusive culture that not only promotes company growth but individual growth as well. We pride ourselves in equipping our employees with the education and skills needed to succeed beyond Cook.

- Business Resource Groups at Cook Medical
- Updating our recruiting and employee engagement with our employees as a focus
- Enhancing awareness and intercultural competency
- My Cook Pathway



Business Resource Groups

Cook Medical Business Resource Groups are company sponsored employee groups that exist to:

- Represent historically under-represented, disadvantaged, or marginalized groups of people
- Identify barriers to equity, inclusion, and engagement – in our workforce, business and/or community
- Create a supportive community for members
- Provide feedback, ideas and advice to the company regarding the experience of their members
- Actively contribute to the health of the business in alignment with key strategic business and DEI objectives

Cook launched some BRGs and is in the process of launching additional BRGs



Education Program

- High School Diploma Program
 - Work part time in morning go to school in the afternoon
 - Get paid full time
- Employees at Cook have access to free education from a High School diploma all the way to a master's degree
- Built partnerships with local school systems, community colleges, universities, and online schools to make possible.



Community Engagement

“We believe that it’s the responsibility of all businesses, not just Cook, to use our resources, skills, and opportunities to elevate the communities that we operate in by being actively engaged. It ties into our fundamental belief that it is possible do good business and do good in the community, too.”

Pete Yonkman – President, Cook Medical



COMMUNITY ENGAGEMENT

Stone Belt

- Organization serves those with developmental disabilities.
- Long-standing partnership allowing Stone Belt clients to do light manufacturing work for Cook.
- Provides opportunity to work in an environment that is flexible to their needs.
- Stone Belt provides 6 million devices to Cook per year.



[Anna, Stone Belt Client](#)

COMMUNITY ENGAGEMENT

Workforce Housing

- We've heard consistent feedback that finding housing in Monroe and the surrounding counties is difficult, and we believe the dream of owning a home should be accessible to everyone.
- Cook purchased 62 acres in Owen County, north of the White River and across the street from the Cook Spencer facility.
- Goal is to build 90 single-family homes and give priority to Cook employees.



COMMUNITY ENGAGEMENT

Big Boys Moving

- Developed relationship during a free electronic recycling day for the community.
- Big Boys Moving hires individuals who were previously incarcerated and provides stable income and resources to help set employees up for long-term success.
- Cook looks for opportunities to hire and use BBM's different services.



COMMUNITY ENGAGEMENT

Goodwill Commercial Services

- Goodwill commercial services facilities do manufacturing for external customers
- Focused on hiring those who are transitioning out of the prison system or have physical disabilities
- Cook transferred work from CINC to a new Commercial Services facility in Bloomington
- Approximately 30 full-time employees
- Saves Cook \$350,000 per year



*Goodwill Commercial Services
Bloomington*

COMMUNITY ENGAGEMENT

Goodwill Commercial Services

- Completed new facility in Northeast Indianapolis in May 2022
- Jobs geared towards long-term employment and career fulfillment
- Employees have access to free education from high school to a Master's degree
- Goal was to be built and maintained using 100% local and minority-owned businesses
- Community entity will own 51% of the building



COMMUNITY ENGAGEMENT

Indy Fresh Market

- Full-service grocery store will bring needed food source to the community
- Estimated completion is 2023
- Store owned and operated by local entrepreneurs, Michael and Marckus, using rent-to-own model
- Will bring additional jobs and educational opportunities (Martin University)
- Goal is for project to be replicated in other communities

