



RoundTrip

Diversity & Inclusion Pledge

1. Leadership is taking responsibility.

We are dedicated to continuously finding new ways to maximize opportunities for all employees, led by our CEO.

2. Inclusivity is our culture.

We will ensure all RoundTrip policies and procedures support the development and retention of an inclusive and diverse workforce from top to bottom.

3. Keep transparent and diverse hiring practices.

We are committed to finding the best ways to build a diverse team of talented individuals and being as transparent as possible in our hiring process.

4. Offer ongoing training and personal development.

We believe in the power of growth both personally and professionally. We provide ongoing training and personal development and are committed to a 12-month onboarding program with diversity and inclusion training for all. We encourage and support the short and long-term goals of each team member.

5. Provide fair compensation and benefits.

We are proud to support the equal pay act, while also being an equal opportunity employer. We strive to provide our employees with the benefits they need to live healthy lives.

6. Feedback and improvement matters.

We hold ourselves accountable to these initiatives through internal audits, surveys, and peer reviews.

7. Support accessible technology.

We will provide accessible technology and continue to innovate to the best of our ability.

8. Be caring and compassionate community members.

We don't just want to improve healthcare transportation, we want to improve the communities we work in. We host a quarterly company-wide community service day, and offer floating holidays that allow team members to dedicate time to community service.