

REPORT

| Inclusion and diversity means trust and progress.

Our Diversity, Equity, Inclusion & Belonging Report



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| LETTER OF INTRODUCTION

Dear Team Members,

We are excited to share our 2023 Diversity, Equity, Inclusion and Belonging (DEIB) Annual Report. This past year has seen our company grow to more than 350 team members worldwide, with colleagues in Brazil, Belgium, Moldova and the US. With a more diverse organization from a cultural perspective, we have also taken an additional step this year to further demonstrate our commitment to not only inclusion and diversity, but to the importance of equity and belonging as well.

Our goal is to cultivate an environment where people of all backgrounds feel welcomed to contribute their unique talents as we work to transform our industry. Over the past year, we have made important strides, including:

- Reinforcing our affinity groups for LGBTQ+ team members, Sober at Quorum, Parents and People of Color to foster community, development, and support.
- Establishing DEIB-related questions as part of our annual and pulse surveys to allow for a baseline sentiment metric that we can track.
- Expanding our recruitment strategies to attract more diverse talent, resulting in increased racial/ethnic diversity in new hires.
- Offering DEI training programs to raise awareness of unconscious bias and create more inclusion.
- Increasing the representation of women at the executive level with three new women joining our executive team.

We encourage you to review the full report. Ultimately, the success of our DEIB initiatives depends on each of us embracing our shared responsibility to promote inclusive behaviors in our daily work. Together, we are building a culture that allows all talented individuals to thrive.

Thank you for your commitment as we work to keep Quorum a place where people of all backgrounds feel welcomed, respected and empowered.

Sincerely,



Alex Wirth

Alex Wirth
Chief Executive Officer &
Co-Founder



Brook Carlon

Brook Carlon
Chief People Officer

Our Vision

To change politics by building exceptional software used by enough people to make a difference.

Quorum changes politics by empowering people with:

- The information to level the playing field.
- The technology to make sure every voice is heard.
- The relationships to find common ground.

Our Mission Statement

To build exceptional software for public affairs professionals.



Our Company Values

Quorum's culture is built and cultivated by our team members living by and celebrating our company core values:



Invest in People

At Quorum, our greatest asset is the people around us. We focus on building meaningful and caring relationships with the people who inspire us to change politics by building exceptional software used by enough people to make a difference: our team members, our current clients, and future clients.

We invest in our team: building connections with our team members makes us a stronger team and our work more joyful. We bring on team members with diverse backgrounds and work to create an inclusive environment that sets everyone up to succeed. We build relationships with each other inside and outside of business hours through outings, coffees with new hires, team events, and more. We care for one another beyond the walls of the office because we recognize the importance of bringing one's entire self to work. We invest in each others' growth and professional development because individual career growth not only helps Quorum become a more successful company, but also helps our team learn and flourish in their own career paths.

We invest in our clients and our potential clients: making them successful is at the heart of everything we do. We invest in client relationships from the moment that an individual first learns about our company, to when they depart a client organization and beyond. We seek to add value to their work and provide solutions to both strategic and in-the-weeds challenges. We strive to ensure that every user is delighted with Quorum because we believe building strong relationships is both good business and the right thing to do. Each of our products is a direct reflection of the feedback we've received from our clients and represents our steadfast commitment to build a platform that is indispensable to our users.



Take the Lead

At Quorum, every member of our team can and should lead. We believe that it is everyone's responsibility to push themselves and the team forward by identifying and pursuing opportunities, small and large. We set the team standard by acting with

integrity without being prompted. We notice when things need to be fixed and step up for projects that improve our company. Every day we are aspirational, yet work diligently to put ideas into action. Leadership isn't management – everyone, regardless of role, can proactively find ways to improve our team, product, and company, while being a leader and example for others.



Own the Execution

At Quorum, we demonstrate execution from start to finish. Owning the execution means that when we say we'll do something, we follow through. We own the execution by taking accountability and responsibility for quality and results, good or unfavorable. We share updates, regardless of status, to provide clarity and manage expectations. We commit to finding solutions instead of placing blame, ask for help if necessary, and lend a hand to help get projects across the finish line. We strive to be relentlessly reliable because we care deeply about every aspect of what we do, and know that others count on us to do our work and do it well. Consistent execution helps build a better team, a better product, and a better company.



Embrace The Rumble

At Quorum, we embrace the rumble. A rumble is a respectful discussion where you can take a risk, be vulnerable, ask any type of question,

or explain a mistake while being confident that others will accept and support you in moving forward. To rumble well, we focus on identifying solutions rather than placing blame. We tackle tough conversations while showing genuine concern. We appreciate diverse perspectives by assuming positive intent. We use small moments to build trust and demonstrate respect for others, especially when we disagree. When someone says "let's embrace the rumble," that is our cue to have a direct, courageous conversation that helps the team learn and grow together.

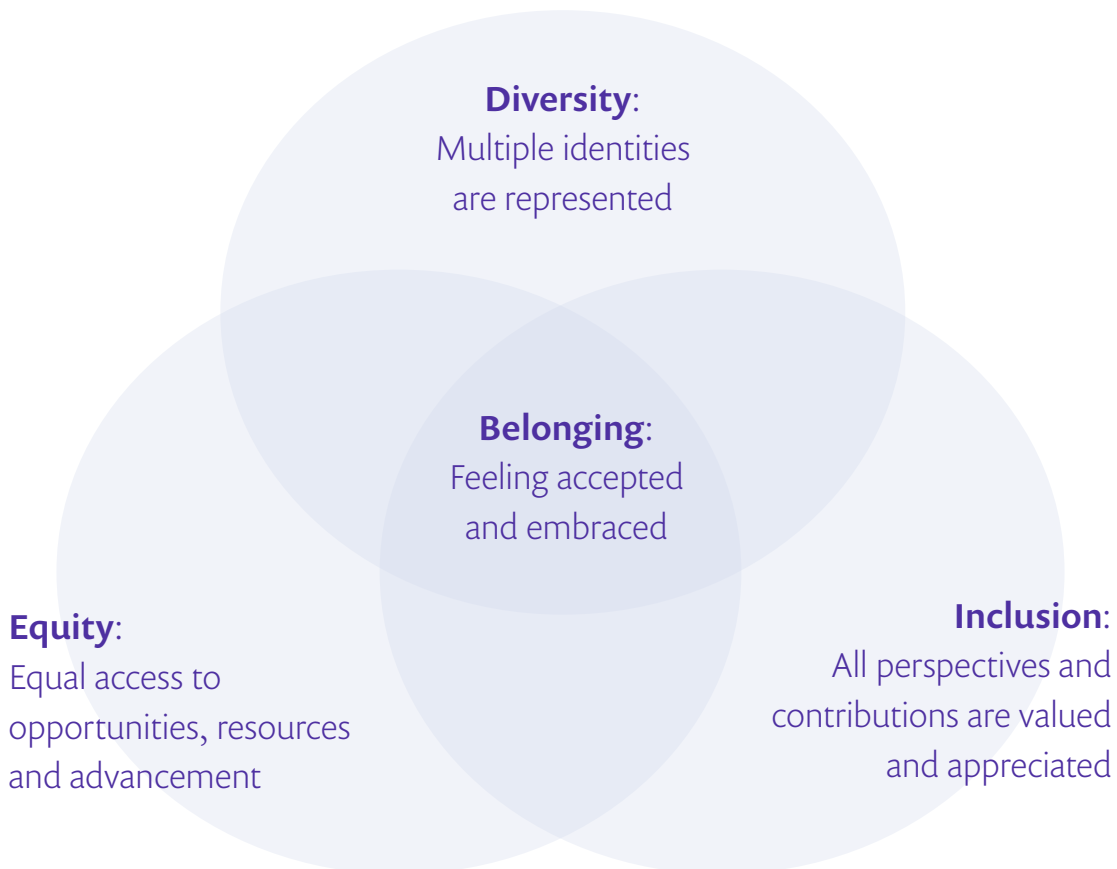


Build Something You're Proud Of

At Quorum, we work every day to build a company and culture that we're proud to be part of. We are proud to put our name on every piece of work we create because we know there's a purpose to everything we do. We take pride in doing the little things well because we know that small actions build to large outcomes and lead to moments of impact. We iterate time and time again to consistently improve, and we care just as much about how we build as what we build. We choose to act with intention, empathy, and integrity, and our decisions should reflect those motivations. We believe growth should be high and sustainable so we lay scalable foundations for the benefit of our future team. We strive to make choices we are proud of for years to come.

What is Diversity, Equity, Inclusion and Belonging (DEIB)?

Diversity, Equity, Inclusion, and Belonging (DEIB) are not just buzzwords; they are the cornerstones of a thriving, progressive society and a dynamic, forward-thinking workplace. In an era marked by increasing globalization and interconnectedness, the significance of DEIB has never been more apparent. It matters not only as a matter of ethical and moral imperative but also as a strategic advantage that fuels innovation, fosters creativity, and propels organizations and communities towards a more equitable and prosperous future.



Diversity: Diversity refers to the presence of a variety of individuals within an organization, encompassing differences in characteristics such as race, ethnicity, gender, age, sexual orientation, physical abilities, religious beliefs, socioeconomic backgrounds, and more. It acknowledges the uniqueness of each person and the broad range of perspectives they bring to the workplace.

Equity: Equity entails ensuring that every team member, regardless of their diverse backgrounds, has equal access to opportunities, resources, and advancement within the organization. It focuses on addressing systemic barriers that may disproportionately affect certain groups and strives to create a level playing field for all individuals.

Inclusion: Inclusion is the practice of actively involving and valuing all team members, making them feel welcomed, respected, and heard. It goes beyond diversity by fostering a culture where every individual's perspectives and contributions are appreciated. Inclusive workplaces encourage collaboration and innovation by leveraging the strengths of a diverse workforce.

Belonging: Belonging is the feeling of being accepted and embraced within an organization. It goes a step further than inclusion by emphasizing the emotional connection team members have with their workplace. When team members experience a sense of belonging, they are more likely to be engaged, motivated, and committed to their work and the company's mission.

These concepts are interconnected and form the basis of Quorum's efforts to create a supportive and diverse workplace culture that empowers every individual to thrive and contribute to the organization's success.



Our Annual Priorities

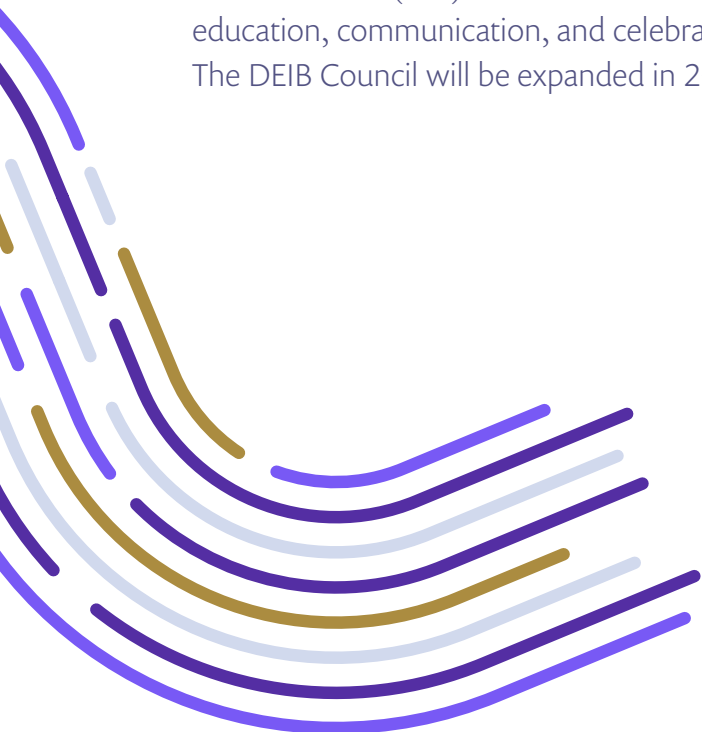
2023 marks a year of change for the I&D council and other Quorum programs, as we prepare to overhaul and launch our new program in 2024.

Our current climate calls for much more than just diversity and inclusion, and our focus will shift to embracing the belonging component of DEIB. Historically, Quorum prioritized monthly themes that celebrated inclusive holidays and recognized diversity in marginalized communities. As we grow, there are many areas of DEIB that extend into our everyday workplace. As we charge ahead, Talent and Culture will roll out training and equity initiatives across the organization, while the DEIB (I&D) Council will focus on education, communication, and celebration. The DEIB Council will be expanded in 2024 to

include more members, with a focus on cross-departmental and global representation.

2023 Progress Against Priorities

We successfully completed monthly events and have taken the necessary steps to launch our 2024 program. In addition, we began tracking team member sentiment towards DEIB with our Experience Survey and will continue to add more metrics to track progress in the coming year.



External Environment Impacting DEIB

In an ever-evolving global landscape, Quorum continues to observe the profound impact of world events on our colleagues across the world.

This diversity report is a testament to our unwavering commitment to fostering inclusivity, promoting equity, and championing diversity within our workforce. The following sections provide a comprehensive overview of the state of diversity, equity, and inclusion across various regions, emphasizing the influence of critical world events on our collective journey towards a more equitable and diverse workplace.

Global Landscape

Several years of unprecedented turbulence, marked by a series of profound world events, have left an indelible imprint on our global workforce. These events include:

1. **Israel / Hamas War:** The geopolitical situation in Israel has contributed to the complexity of our diversity initiatives.
2. **War in Ukraine:** The ongoing conflict in Ukraine has had profound consequences for our colleagues in the region, and our organization remains committed to supporting them through these challenging times.
3. **Economic Uncertainty:** The economic landscape across the globe has been marked by uncertainty, requiring our steadfast commitment to supporting our team members in navigating these challenges.
4. **Global Pandemic:** The COVID-19 pandemic, which began in 2019, has been a defining force, reshaping our approach to work, collaboration, and well-being.

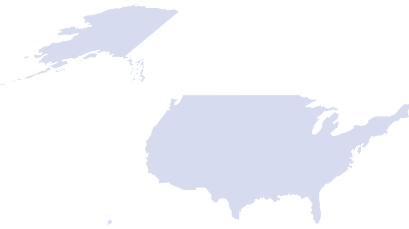




Brazil

Brazil boasts some of the world’s strongest legal protections for the LGBTQ+ community. However, despite this remarkable progress, there remains a significant disparity in social acceptance. Notably, a bill proposing a ban on same-sex marriage, even though it has been legal in Brazil since 2011, is currently under consideration in the legislature.

The impact of sexual harassment in the workplace has also taken a step forward in 2023. While not legal for sometime, starting in 2023 companies are now legally required to provide training to employees on sexual harassment laws and what constitutes sexual harassment.



United States

There are multiple cultural issues occurring in the United States that make our commitment to DEIB all the more important. Legislation is being proposed and laws being passed at state and federal levels regarding the LGBTQIA+ community. This includes forcing school staff to out LGBTQ+ students, preventing transgender and nonbinary people from using

bathrooms or participating in sports that align with their gender identity, banning of drag performances, censorship of books, and “Don’t Say LGBT” legislation. 2023 will go on record as having the highest number of anti-LGBTQ+ laws introduced.

There have also been many bills aimed at restricting and censoring diversity efforts in schools, with debates at local school boards regarding black history education and the teaching of critical race theory (a set of ideas that racial bias is inherent in many parts of western society, especially in its legal and social institutions, on the basis of having been primarily designed for and implemented by white people). At a Federal level, affirmative action in college admissions was banned in 2023.



Moldova

Moldova, with its relatively homogenous ethnic diversity, has been significantly affected by the ongoing war in Ukraine. More than 100,000 Ukrainian refugees have sought shelter in the country. In addition, legal protections for LGBTQ+ individuals in Moldova still lag behind those available to our global workforce.

The Council of Europe has been working to develop a system of support to protect the rights of vulnerable groups (LGBTI, women, ethnic and religious minorities, people with

physical and mental disabilities, amongst the others) against hatred and hate crimes and reinforcing efforts for the improvement of the legal framework, capacities of law enforcement and awareness. The Council of Europe and the Moldovan authorities are collaborating on these projects, including anti-discrimination and equality efforts.



Belgium

Belgium has long been at the forefront of legal protections for minority groups. The country legalized same-sex marriage as early as 2003 and has more recently achieved gender parity at the federal level. Nevertheless, challenges in the realm of workforce diversity persist. The employment rate for women is 8% lower than that of men, and foreign-born individuals face a 13% lower employment rate compared to their native-born counterparts.

Conclusion

This diversity report underscores Quorum's unwavering commitment to advancing diversity, equity, inclusion, and belonging across our global workforce, even in the face of challenging world events. As we continue to navigate this dynamic landscape, we remain dedicated to fostering an inclusive environment where all our colleagues feel valued and respected.

Our pledge to diversity and inclusion remains at the forefront of our mission, and we will continue to work diligently to effect positive change in the face of evolving global realities.



Redefining DEIB Metrics in a Time of Growth and Transformation

In our journey towards fostering diversity, equity, and inclusion within our organization, we took a step forward this year in formalizing specific metrics that we will track at Quorum.

Historically, Quorum has measured year-over-year demographic data, tracking growth and losses as a way to analyze our diversity and inclusivity. However, as we have grown in number and knowledge, our methods of gathering data have changed and we are aware this led to inconsistencies.

Submitting demographic data in ADP is optional for Quorum team members, which currently means that we do not have a full picture of every individual's demographic information.¹ Forced or mandatory data collection can lead to inaccurate or incomplete information and mistrust. Many individuals may have concerns about privacy and how their personal information is used. Allowing our colleagues to choose whether to disclose their demographic information respects their right to privacy and gives them control

over what they share. Having workplace representation that is as diverse as our communities is a priority, and our approach is to foster an intentional environment of inclusion, belonging, and equity that leads to greater safety and development for historically underrepresented groups.

In this report, we will utilize qualitative and quantitative data to tell a more informed story of Quorum team member's. As we move forward in this approach, we will utilize 2023's data as a baseline.

Our first Annual Team Member Experience Survey included seven DEIB-related questions. These initial metrics provide us a baseline from which we can measure progress as we evolve and expand our approach to measuring success, identifying areas of opportunity, and assessing our current status in order to adapt accordingly.

¹ We strongly encourage employees in the US to self-identify, as we are mandated by the U.S Equal Employment Opportunity Commission (EEOC) to annually submit an EEO-1 Component Data Collection, which includes workforce demographic data, including data by job category and sex and race or ethnicity, to the EEOC.

Below are the sentiments we now track at Quorum and the 2023 survey results.

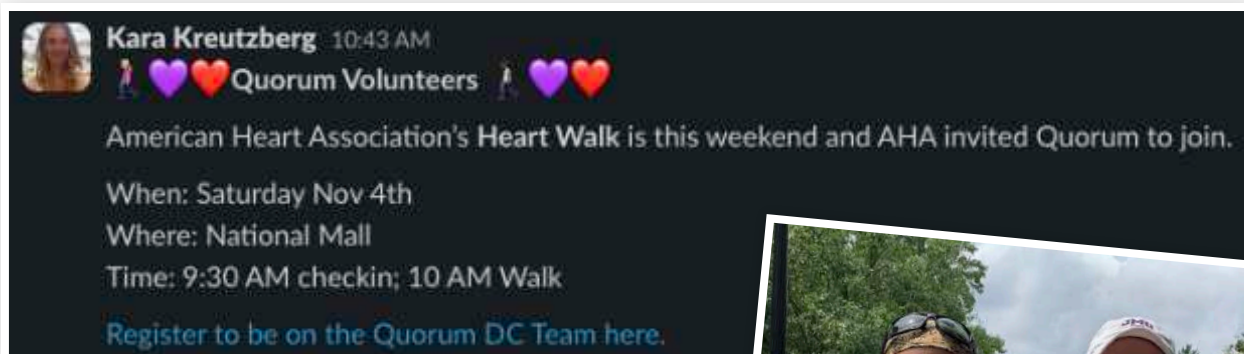
Questions	Favorable
Quorum encourages different points of view.	88.9%
I can be my authentic self at Quorum.	88.9%
A new team member will feel welcomed, safe, and supported at this company, regardless of background, race, ethnicity, age, sexuality, gender-identity, or other diverse experiences.	100%
My manager respects everyone’s voice.	100%
Quorum is committed to and prioritizes diversity, equity, inclusion and belonging.	88.9%
Everyone has an equal opportunity to succeed at Quorum.	100%
I feel a sense of belonging here at Quorum.	77.8%

By recalibrating our metrics, we are poised to unearth new insights and cultivate an inclusive workplace that transcends borders and resonates globally. Our dedication to diversity, equity, and inclusion remains steadfast as we navigate this dynamic landscape, striving for meaningful progress and fostering an environment that reflects the rich tapestry of our global community.

In 2024, we plan to further track metrics towards DEIB progress, including, but not limited to:

- Team member turnover and new hire success rates
- Internal talent mobility
- Affinity group participation
- Team member experience and satisfaction
- Organization-wide professional development opportunities





Community Involvement

In July, Quorum's I&D Council launched *Quorum Volunteers* to highlight the community involvement that team members participate in throughout the year.

To gauge volunteerism, the *Quorum Volunteers* survey was created and will be distributed biannually. Its first circulation served as a pulse-check on volunteer habits and causes of interest. The findings have been used as a company resource and help shape future in-person, virtual, and team-based volunteer opportunities. Moving forward, the survey will also capture customer-related volunteer opportunities that can be shared with the Quorum team.

Beyond the survey, #soc-selfies-and-paparazzi has been further designated as a social channel for team members to share their volunteerism efforts.

In July, the Brazil office hosted a coat drive and DC team members volunteered with District Cleanup to clean up a local park.



Affinity Groups

There are currently five affinity groups at Quorum that all work together to ensure that every team member feels a sense of belonging.

Queer at Quorum (Q at Q)

Q @ Q hosts monthly meetings for people who identify as being a part of the LGBTQ+ community. Our goal is to provide a safe space for team members to discuss issues pertinent to LGBTQ+ identity and advocate for the needs of our community in the workplace and beyond. This group is only open for people who identify as part of the LGBTQ+ community.

People of Color at Quorum (POC)

POC at Quorum hosts a monthly meeting for interested team members. This group engages in discussions related to professional development, navigating as a POC in professional spaces, and our impact in the workplace and the broader DC community. Additionally, POC may even organize events for the Quorum team at large that center on the POC experience, both professionally and personally.



Quorum for Mental Health (Q4MH)

Q4MH promotes awareness and works to destigmatize mental health by hosting events, reviewing current business processes, and collaborating with the existing Quorum infrastructure such as the Quorum Fun Committee, Affinity Groups, and leadership team to create a supportive network dedicated to talking about mental health. There are open monthly meetings and also private meetings for members of the affinity group.

Sober@ Quorum (S@Q)

S@Q is for team members in sobriety to find community, support, and camaraderie in navigating life, employment, and recovery.

Parents at Quorum (P@Q)

Parents at Quorum aims to provide a space for team members with children of any age to join together to celebrate successes, sympathize with struggles, and generally support and empower each other through the challenges of parenting.

Our Policies

Equal Opportunity

It is the policy of Quorum to provide equal employment opportunities to all team members and employment applicants without regard to unlawful considerations of race, religion, creed, color, national origin, sex, pregnancy, sexual orientation, gender identity or expression, age, ancestry, physical or mental disability, citizenship, genetic information, marital status, veteran status, or any other classification protected by applicable country, state, or local laws. This policy prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. This policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, working conditions, compensation, promotion, benefits, scheduling, training, discipline, and termination.

Accommodations Based on Disability

Quorum provides reasonable accommodations to qualified individuals with disabilities to the fullest extent required by country, state, and local law. Quorum may require medical certification of both the

disability and the need for accommodation. Keep in mind that Quorum can only seek to accommodate the known physical or mental disabilities of an otherwise qualified individual. Therefore, it is the team members' responsibility to come forward if they are in need of accommodation.

Accommodations Based on Religion

Quorum will provide reasonable accommodation for team members' sincerely held religious beliefs, observances and practices when a need for such accommodation is identified and reasonable accommodation is possible. A reasonable accommodation is one that eliminates the conflict between a team member's sincerely held religious beliefs, observances or practices and the team member's job requirements, without causing undue hardship to Quorum.

Any team member who perceives a conflict between job requirements and religious belief, observance or practice should bring the conflict and their request for accommodation to the attention of Talent and Culture to initiate the accommodation process. Quorum requests that accommodation requests be made in writing, and in the case of schedule adjustments, as far in advance as possible.

Anti-Harassment and Discrimination

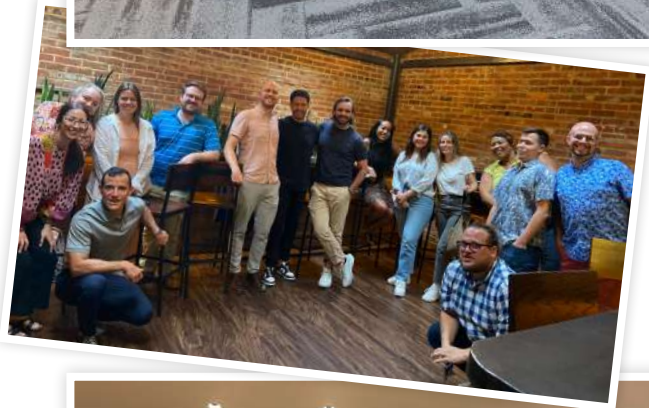
Quorum has developed anti-harassment and discrimination policies that align with country-specific legal requirements to ensure that all its team members are treated with respect and dignity. Every team member has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful harassment, discrimination, and retaliation. Therefore, Quorum will make every reasonable effort to ensure that all concerned are familiar with its anti-harassment, discrimination, and retaliation policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.



Recruiting and Hiring Growth at Quorum

From 2022 to 2023, we have seen a significant increase in the number of individuals who have joined our organization. We are delighted to report a substantial growth of 125 people during this period. Of those hired in the U.S. over the last year, 59.7% identified as white, 12% as Hispanic or Latino, 7.5% as Black or African American, 16.4% as Asian and 4.5% as two or more races.

Our recruiting team has been working with hiring managers to identify specific skills, experience and questions, as well as identifying culture fit with Quorum values.



Snapshots for Transparency

We believe that transparency of our team’s demographic data holds us accountable to creating a diverse and inclusive workplace and paves the way for implementing more equitable initiatives. While we are able to provide this transparency for our colleagues in the United States, due to legal compliance requirements in Europe and Latin America, we are still working on ways to provide greater transparency in ways that are respectful of all cultures and privacy preferences.

Race and Ethnicity at Quorum

Diverse ethnicities make up one third of our organization’s workforce.



US Demographics	Female	Male
Asian	9.47%	
	5.76%	3.70%
Black	9.47%	
	5.35%	4.12%
Native Hawaiian or Other Pacific Islander	0.41%	
	0.41%	-
Two or More Races	4.94%	
	1.65%	3.29%
White	65.43%	
	32.10%	33.33%
Hispanic or Latino	5.35%	
	3.70%	1.65%
Brazil Demographics		
Male	59.70%	
Female	40.30%	
Hispanic or Latino	38.81%	
Black	7.46%	
Two or More Races	10.45%	
White	29.85%	
Moldova Demographics		
Female	100%	
Moldovian	100%	
	26.53%	73.47%

Women in Leadership

Across the globe, companies are discovering a profound source of strength within their leadership teams – *women*. Global statistics leave no room for doubt: when women hold key positions in organizations, remarkable transformations unfold.

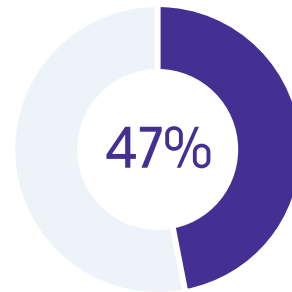
Studies from multiple countries consistently reveal that gender-diverse leadership is a catalyst for success. Companies with women in leadership roles experience a range of benefits, including improved financial performance, enhanced innovation, and stronger workplace cultures.

In fact, research shows that gender diversity in executive roles is associated with a 21% increase in profitability, as per the McKinsey & Company “Diversity Matters” report. Additionally, the Peterson Institute for International Economics found that women in leadership roles contribute to increased innovation and improved decision-making.

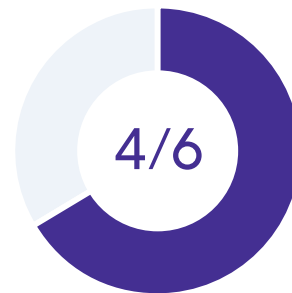
Beyond these figures, the impact of women in leadership is evident in the enrichment of culture. Companies led by diverse leadership teams are known to be more inclusive, fostering an environment where all team members are encouraged to contribute their unique perspectives and talents.

47% of our People Managers at Quorum identify as female. Additionally, four out of six senior leaders that Quorum hired in 2024 are women. Fifty percent of our executive team are women. This is higher than the U.S. national average of 26.5% of women in leadership positions at tech companies.

People Managers



Senior Leaders*



*hired in 2024





The data is unequivocal: diversity in leadership, with a strong emphasis on female representation, equips companies with a competitive edge in an increasingly dynamic and complex business landscape. It's a transformation that transcends borders, echoing the universal truth that women in leadership make companies stronger, more adaptable, and more prosperous. As we look to the future, the recognition of this strength will undoubtedly continue to drive positive change, both within our organizations and across the globe.

However, as we grow, we know there is more work to do to support women throughout Quorum. According to a study by Leanin.org and McKinsey & Company, 58% of women under 30 say advancement has become more important to them in the past two years and 48% of women leaders switched jobs because they wanted more opportunity to advance.

Nonbinary Team Members

1.36% of team members disclosed that they are nonbinary and use they/them pronouns. Nonbinary team members represent 1.5%

of our management and leadership team. We are committed to continually creating psychologically safe spaces at Quorum where all team members can be supported. As an example, we have shared resources from the Human Rights Campaign to educate people managers and team members on how to create more inclusive teams.

Veterans at Quorum

Veterans still represent under 3% of our workforce, on par with where we were last year. While we have not matched the 7% nationwide representation of veterans in the United States, working with partner veteran organizations to identify talent remains a priority for our Talent Acquisition team.

People with Disabilities at Quorum

Around 21.9% of people with disabilities are employed in the United States. At Quorum, 7.6% of team members have disclosed that they are living with a disability. We expect that the increase of disclosures from last year is partially due to the ability to report in HRIS systems, should they choose.

To combat the stigma around mental health and disabilities, we have increased our internal conversations and access to educational opportunities for team members. In 2023, Mental Health at Quorum has also been offering weekly meditation sessions to kick off the week.

Age at Quorum

With the acquisition of Capital Canary in 2022, and our rapidly expanding workforce in 2023, the age of our coworkers has diversified. We have seen the highest increases in representation of people in their 30’s and 40’s.

Age Breakdown in 2023*	
18-24	6.27%
25-34	49.05%
35-44	18.26%
45-54	7.36%
55-64	3.81%
Over 64	1.63%

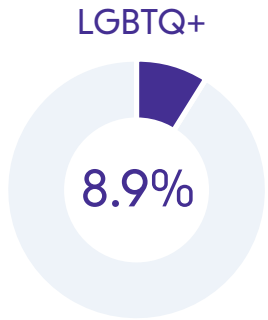
*Not including Moldova

Our largest age group represented is 25-34 year olds, which is 49% of our team.

LGBTQ+ at Quorum

As of April of 2023, Queer at Quorum membership is 8.9% of Quorum’s total workforce. We understand this isn’t entirely reflective of everyone who identifies as part of the LGBTQ+ community on our team, but rather who may feel comfortable disclosing. This is higher than the US nationwide average of 7.2% in 2023 and the global number of employed people disclosing their identity as LGBTQ+ in 2022 of 8%.

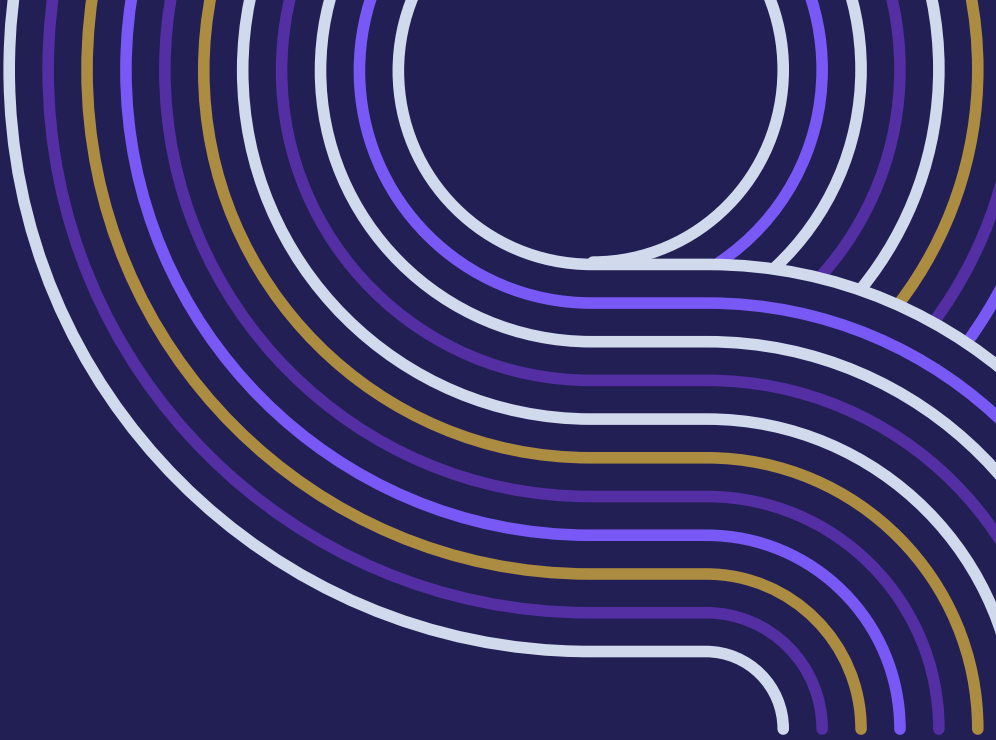
The affinity group Queer at Quorum is a safe and inclusive space for people who identify as LGBTQIA+ to engage, build connections, and share experiences through slack and virtual events.



Navex – Ethics Reporting Hotline

Quorum is committed to an environment where open, honest communications are the expectation, not the exception. In 2024, we launched EthicsPoint, NAVEX’s hotline and incident management software, that helps our organization demonstrate our commitment to operate ethically by allowing team members to report ethics concerns or violations anonymously.





At Quorum we strongly believe that Diversity, Equity, Inclusion and Belonging is always a work in progress that requires everyone's commitment and collaboration.

Thank you for taking the time to read our complete Diversity, Equity, Inclusion and Belonging Report. We are always seeking help and hoping to help others on the shared journey to build diverse and inclusive work environments across the United States, Brazil, Moldova, Belgium and around the globe.

If you have questions on practices that Quorum has implemented or suggestions, please reach out to TalentandCulture@quorum.us.

www.quorum.us | info@quorum.us | [@QuorumAnalytics](https://twitter.com/QuorumAnalytics)