



## EQUITY, DIVERSITY & INCLUSION STATEMENT

**Last Updated: 01 January 2024**

**Objective:** Establish a consistent Equity, Diversity & Inclusion Statement ("Statement") for Mobile Accord, Inc. (T/A GeoPoll)

**Scope:** This Statement applies to all departments and all persons working for GeoPoll and informs our dealings with our employees, partners, clients, beneficiaries, shareholders, and stakeholders.

**Statement:** We are an innovative company using technology to gain access to gain valuable information and insight that informs international development work. Our work supports agencies with the goal of bringing access to services and products to the populations they serve. This work demands that we understand both our clients and the populations they seek to research, to that end, our staff must represent the populations in which we operate. We are committed to finding the talent we need in many of the locales in which we operate. We work to create an organization where equal treatment, equity and inclusion are our defaults. These are the commitments we make and work to achieve every day, to our employees, partners, clients, beneficiaries, shareholders, and stakeholders.

**Indoctrination:** This Statement is indoctrinated into GeoPoll policy and shall be integrated into all employees' terms of employment which govern the arrangement between GeoPoll and the employees.

**Understanding.** Each employee shall read through this statement and confirm his/her understanding and acceptance of the same, as well as the principles, terms and conditions contained within the company's other codes and policies. All employees are charged with having read and understood this Statement.

This Statement is officially accepted and indoctrinated by GeoPoll.

**Nicholas Becker** – CEO  
Mobile Accord, Inc. (T/A GeoPoll)