



## **Serve You Rx**

### *Commitment to a Thriving, Recovery Friendly Workplace*

Our responsibility to our employees is to provide a safe, healthy workplace which helps them reach their potential. We must provide an environment that supports them in overcoming obstacles while nurturing their personal and professional growth. As a company, we commit to recognizing the value of recovery. We will deploy a specific strategy to address substance use disorder because of its pervasiveness, compounded with the shame and stigma surrounding it. We also recognize that addiction uniquely affects those around the person suffering, particularly loved ones, family, and co-workers. In turn, we recognize that help and support must extend to the non-addicted person, who is affected by someone else's illness.

We will continue to live up to our commitments to parity, fairness, and seamless access to medical treatment, recovery services, and other supports through our employee benefits and employee assistance programs. We commit to go several steps further to create a thriving, recovery friendly workplace that nurtures healing, provides support, and eliminates shame and discrimination for employees finding recovery and their loved ones.

We also aim to create a cultural shift where addiction is perceived as a public health problem with solutions; recovery is something to be celebrated and shared; and social initiatives are given equal priority with all other major health conditions such as cancer, diabetes, and autism.

We commit to train supervisors on how to support employees that are struggling and healing. We commit to a philosophy that does not penalize for a relapse or recurrence of symptoms, but helps a person through difficult turning points. This includes embracing and helping employees who benefit from medication-assisted treatment (MAT). We support multiple pathways to recovery.

We commit to supporting employees who are managing these complicated issues in their homes by fostering a workplace environment that prioritizes honesty, cooperation, and mutual support. We will encourage and rally around efforts involving peer support, evidenced-based prevention initiatives, and other elements that support recovery. Through our corporate social responsibility efforts, we will identify and support community partners and organizations aligned with our goals. We will support their efforts, specifically advocacy, treatment, education, prevention, and intervention.

Lastly, we seek to proudly bear witness to the newly evolved understanding that businesses must embrace their enormous role and responsibility in ending the addiction crisis. This credo is a declaration that we are all stakeholders in solving the complex problem of addiction. We are accountable, and we all benefit as a company and as human beings by working together toward a successful outcome.