



MOSSADAMS



Inclusion & Diversity (I&D) Statement

When our firm committed to our inclusion and diversity strategy—which includes meaningful action toward being an anti-racist firm, we did so with the understanding that this work has no end date. An inclusive and diverse firm culture requires intentional effort every day. Embedding this work into the fabric of who we are as a firm to bring us closer to turning vision into reality.

Developing Moss Adams as a place where everyone feels they belong includes embracing our differences as strengths, deconstructing systemic barriers and unconscious bias, and fighting for equitable treatment for all historically and currently underrepresented communities.

We're proud to advocate for the many marginalized communities currently represented at our firm and beyond—regardless of race, color, creed, sex, religion, religious creed, age, marital status, national origin, ancestry, sexual orientation, gender, gender identity, gender expression, pregnancy, genetic information, disability (mental and physical), veteran status, medical condition (including cancer and genetic characteristics), and other cultures that may be underrepresented within our profession or across global society.

The work to transform our world into a more equitable environment starts with us, and we're determined to live and work in these values to see it through—not just because it makes solid business sense, but because it's the right thing to do.

Moss Adams Inclusion & Diversity Board