





In every single thing we do, we seek to do good.

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As a leading health care provider, our mission is to build healthier communities.

To promote access to health care services, well-being and security for every patient and caregiver, we support our extraordinary caring with a commitment to environmental sustainability, social responsibility, and principled business practices.



“Atlantic Health System is proud to provide Extraordinary Caring for the 5.5 million New Jersey residents who count on us each day. In everything we do to care for our patients and one another, our team stays focused on conducting our business with integrity and transparency, while ensuring sustainability and health equity for all.”

Brian Gagnolati
President and CEO
Atlantic Health System

Introducing Atlantic Health's Community of Care: Our "ESG" commitment to the community.

"... 'forward-looking companies' ...
make ESG intrinsic to their
strategy by defining, implementing,
and refining a carefully constructed
portfolio of ESG initiatives that
connect to the core of what they do."

*McKinsey & Company,
"How to Make ESG Real," 08.10.22*



I am proud to introduce "Community of Care," an innovative program illustrating our commitment to the communities we serve, bringing together efforts from across Atlantic Health System to support **ESG: Environmental Sustainability, Social Equity and Corporate Governance**.

Atlantic Health System's 18,000+ dedicated team members have rallied behind and are invested in our commitment to ESG as we continue to develop and shape the Community of Care program.

This report provides many examples of how Community of Care thrives at Atlantic Health and supports our current and

future patients and team members. Special thanks to the Atlantic Health System Board of Trustees and our program leaders who have created, encouraged and supported these projects and initiatives.

We are excited about the future and know that it will take everyone in the Atlantic Health community to keep our Community of Care program moving forward.

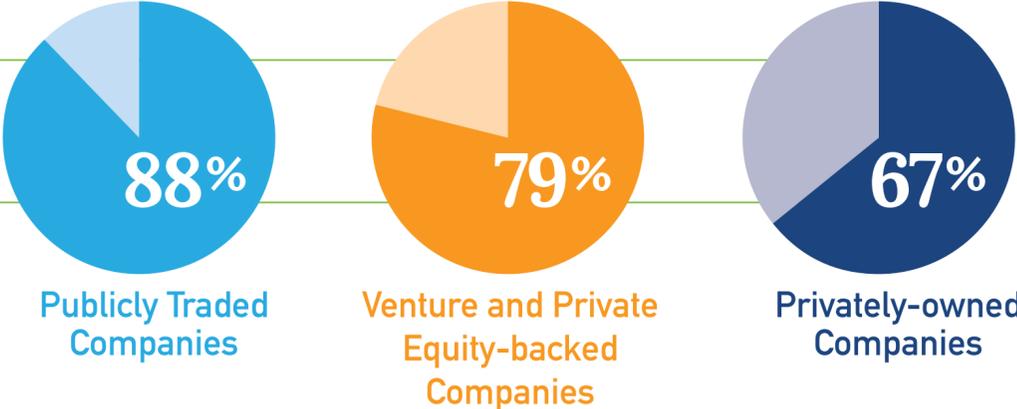
I thank you for your support and welcome your feedback, ideas and participation.

Nikki Sumpter



Nikki Sumpter
*Executive Vice President,
Chief Administrative Officer
Atlantic Health System*

Companies* that have ESG initiatives in place:



*Navex, "Global Survey Finds Businesses Increasing ESG Commitments, Spending," 02.23.21

Our commitment to sustainability, equity, and integrity

ESG at a glance

ESG is a framework for evaluating an enterprise's performance with regard to socially desirable impacts or results. The initials stand for "environmental, social, governance," which are the three pillars of the framework. At the most basic level, the desired outcome for the environmental pillar is sustainability; for social, it is equity; and for governance, integrity.



Why ESG? Why now?

We live in a hyper-connected world, and our actions — as an organization and as individuals — can and often do have a far-reaching impact. We should all want that impact to be positive.

ESG has always been in Atlantic Health's DNA. We recognize that we all live on the same planet, we all want to be valued, and we all want to trust our institutions, especially the institutions that care for us. That's why ESG is a priority. It's not a legal obligation for us. It's a choice to do the right thing in all things.



“Atlantic's Community of Care supports our mission of building healthier communities. This principled framework moves our organization in a common direction, guiding our work today by considering the far-reaching impact of our choices on our planet and people.”

Robert McCracken
Chair, Board of Trustees
Atlantic Health System

More and more, the community, including our current and potential patients and team members, are viewing their choices through a socially minded lens. We want them to see that, in every area of our operation, Atlantic Health strives to do the right things for the right reasons.



The greening of Atlantic Health: The planet is our patient.

GOAL:

Building sustainability for our planet

We practice conservation and are farsighted stewards of our environment and natural resources.



PROGRAM OVERVIEW

Health care institutions have a particular obligation to do the right thing for the planet. Many people are surprised to learn how significantly health care impacts the environment, accounting for 18% of harmful emissions in the United States. Atlantic Health is working hard to change that by reducing our energy use and increasing our reliance on cleaner and renewable energy. And we're working to protect the environment through measures



aimed at water conservation, reducing and eliminating toxic chemicals, recycling, and more. The initiatives we've undertaken put us in the top 10 health systems in the nation for sustainability. And we're just getting started! With all 18,000 of us working together, we can make a real difference in making sure our planet thrives for generations.

ENERGY: USING LESS, PRODUCING MORE

The lights turn on when you enter a room and turn off when you leave. It's a little thing. But energy has the biggest impact on our carbon footprint, and everything helps. We're doing big things, too, like building cleaner, more efficient "cogeneration" power plants, and putting solar panels on every roof that's feasible for them. We're even exploring transportation options so our team members can leave their cars at home. It all adds up to a smaller carbon footprint and a healthier planet. And that's good for everyone.

WASTE: REDUCING AND RECYCLING

Use less, reuse and recycle more. We're recycling at twice the rate mandated by the State of New Jersey. We've eliminated single-use plastics, Styrofoam and polystyrene wherever possible, and replaced them with greener alternatives. We've received national recognition for "greening the OR," in part by working with our vendor to recycle the large quantity of blue surgical wrap we use.



Atlantic Health System

For outstanding overall accomplishments in environmental sustainability

Recognized for the second year in a row

One of only 10 health systems nationwide to receive this honor



SOURCING: BUYING LOCAL, BUYING GREEN

We're choosing suppliers who are close to us, within 250 miles when possible, to reduce energy consumption for transportation. And we're making sure those suppliers believe as strongly in sustainability as we do. Greenwood Gardens checks both of those boxes and then some: They're nearby. We buy their fresh produce. And we use dehydrators to process our food waste into pulp that we return to Greenwood to use to enrich their soil. It's a full circle of sustainability.



"Our efforts have already placed us in the top 10 health care systems in the country in terms of environmental stewardship. We are proud to be in a leadership role that other health systems can emulate in their own sustainability initiatives."

Carolyn Brown-Dancy
Director, Environmental Health & Safety-Sustainability
Atlantic Health System

A second life and final act for PLASTIC BAGS

New Jersey said "no" to single-use plastic bags. So rather than send them to the landfill, we collected 200,000 of them and shipped them off to TerraCycle in Trenton, where they were turned into plastic pellets used to make useful things. And because our team members still need something to carry their groceries, we distributed 26,000 reusable grocery bags, for free.



200,000
plastic bags collected



26,000
reusable bags distributed



Morristown cogeneration plant reduces CO₂ emissions by 43%

The new combined heat and power plant became operational in January 2022 at Morristown Medical Center. It uses clean-burning natural gas to generate electricity, and uses the heat generated by the process to create steam for heat and hot water. The new plant reduces the medical center's carbon emissions by more than 4,200 tons, or 43%, every year, and uses 23% less fuel, while dramatically increasing resilience in the event of utility power issues.

-4,224
tons CO₂
eliminated

EQUIVALENT TO



2,640
fewer cars
on the road

OR



carbon absorbed by
4,224
acres of trees



Governor's Environmental Excellence Award

The State of New Jersey chose Atlantic Health System for the "Healthy & Sustainable Business" category, recognizing Atlantic Health for "reducing the carbon footprints of its medical centers, implementing aggressive changes in high-waste areas such as ORs, and finding new ways to reduce waste and reuse common medical materials."



Recycling rate reaches

28-32%

From plastics and paper to cooking oil to batteries and electronics — if it can be recycled, Atlantic Health recycles it. Our ambitious efforts help us to reach a recycling rate of 28–32% across our system. That's double the New Jersey state requirement of 15%.



Bees, please!

Pollinators are essential for almost every plant or tree that flowers, including much of our food supply. They are a vital link in our food chain. At our Morristown, Overlook, and Chilton medical centers, you'll find buzzing hives full of sweet honey that we use in our foodservice operations and also offer for sale.



The power of the sun

We've completed two solar panel installations and are in the process of installing solar where feasible on all our facilities. More power from the sun directly reduces our carbon footprint.

Companies That Care Award

Atlantic Health received the Platinum Award for Environmental Conservation, Sustainability and Recycling. Atlantic Health was the only New Jersey organization honored in this category!



EMERALD

Top 20% of health systems for sustainability

Chilton Medical Center
Morristown Medical Center
Overlook Medical Center

PARTNER FOR CHANGE

For superior performance in sustainability

Hackettstown Medical Center • Newton Medical Center

GREENING THE OR

For substantial progress in reducing the impact of the surgical environment

Morristown Medical Center • Overlook Medical Center

MAKING MEDICINE MERCURY-FREE

For virtually eliminating mercury from facilities

Morristown Medical Center Ambulatory Surgery Center

PARTNER RECOGNITION

For commitment to environmental improvement

Morristown Medical Center Ambulatory Surgery Center



Care and respect for all people, all the time.

GOAL:

Building equity for all people

We promote understanding, diversity and inclusion among our team members and community while advocating for social and economic justice and health care equity.

VALUING EVERY SINGLE TEAM MEMBER

The better we take care of ourselves, the better we can care for our patients. When we treat each other with respect and dignity — supporting and celebrating our diversity — we are better able to show that same respect and support to our patients.

We're striving to shape our ecosystem to support our team members holistically, not just when they're on the job. We recognize that food insecurity, housing issues, and employment impact our team members just as they impact the communities we serve. We're taking steps to address those issues for the team — including raising our minimum wage so they can have a life beyond just paying the bills.

ACHIEVING HEALTH EQUITY FOR EVERY PATIENT

Equal care for all people is more than a goal — it's an objective we've set and are actively working toward. We're addressing three primary areas to help us achieve that objective: physical access, cultural competency, and quality of care.

Obviously, we can't care for patients if they can't get to us. We're working with local agencies to make sure all of our care facilities are accessible via public

transportation. We are also focused on making sure our care delivery is equitable — being mindful of and addressing the stark disparity in maternal health outcomes for minority populations, for example. And through our AHS YOUiversity team member training and education program, we're making sure our team is trained on diversity, inclusion, cultural sensitivity, disabilities, and other considerations that directly impact both patient care and our workplace.

Our Martin Luther King breakfast sponsorship funded

22 scholarships

for local high school students this year.



EQUITY THROUGHOUT OUR ECOSYSTEM

Our reach is extensive, and our influence goes far beyond Atlantic Health. Our Supplier Diversity Program evaluates our vendors for alignment with our diversity and inclusion values, and it boosts the share of our spend with diverse and small businesses. Our current spend with women-, minority-, and veteran-owned businesses is 11% and growing.

From a people perspective, we are targeting recruitment of medical residents and allied health professionals with an eye to diversity and inclusion, which will help us deliver culturally sensitive care. For our board of trustees, too, we are recruiting for diversity as well as for expertise outside the health care realm.

VOLUNTEERING MAKES A DIFFERENCE

Our team members are an inspiring force for good. They've packed thousands of meals for the food insecure on the Martin Luther King Day of Service. They've mentored differently abled youth, some of whom have joined us as team members. They've collected and packed supplies for Ukraine relief, worked in soup kitchens, helped with Habitat for Humanity — the list goes on. Atlantic Health enthusiastically supports our volunteers and applauds their efforts. We're not just in it together for Atlantic Health. We're in it together for the human race!



“We are committed to addressing the needs of all populations with an eye towards cultural, linguistic, and environmental factors including social determinants of health. By ensuring we drive equitable outcomes across all Atlantic Health System domains of care, we will reinforce stronger, healthier, and more resilient communities.

Armond Kinsey
Vice President, Chief Diversity Officer
Atlantic Health System



11,000+
micro-learnings
completed

As part of the **AHS YOUiversity** program, team members completed more than 11,000 'micro-learnings' in the first two quarters of 2022

on a range of important topics that impact patient care. The micro-learning program was awarded the Silver Human Capital Management Excellence Award for Best Learning Program that Supports and Promotes Diversity, Equity and Inclusion, by the Brandon Hall Group.

Equity-focused educational priorities identified

Priority topics for team member education in the coming year include maternal health, cultural competency, sexual orientation, and gender identity.

These topics align with the State of New Jersey's latest mandates.

**NEARLY
1,000
TEAM
MEMBERS
DRIVING
CHANGE**

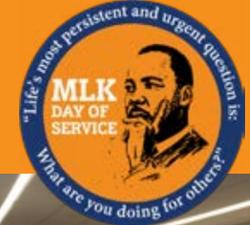
Our Business Resource Groups bring team members and leaders together to work on common goals. They focus on recruitment and retention, personal development, and supporting the communities we serve through the lens of their shared bonds.

Our Business Resource Groups currently include:

- African-American
- Asian-Pacific Islanders
- Emerging Leaders
- Latino
- LGBTQ
- People with Disabilities
- Veterans
- Women Leadership
- Working Parents



Inaugural MLK Day Meal Packing Events



803
Atlantic Health
team member
volunteers

13,068
Meal kit
bags

78,408 Servings

Ukraine Donations

- 2 Ventilators
- 9 Pallets of humanitarian supplies
- 109 Boxes of humanitarian supplies
- 22 Pallets of medical supplies

Team members catch the rhythm and get dancing!

The Atlantic Health African-American Business Resource Group introduced the Dance for Diabetes Prevention program, a series of dance workshops live-streamed to in-person groups at all five Atlantic Health medical centers and our corporate office. Dancing is a fun way to boost mood and energy, manage weight, reduce insulin resistance, and improve blood glucose management. But you don't have to have diabetes to participate or benefit.



Qualified interpreter program launched

¿Hablas español? Language access is a top priority for Atlantic Health. We successfully piloted a qualified interpreter program and now are rolling it out with 50 team members working to earn their certification to interpret in Spanish. We will also offer programs that support other top languages spoken by our patients including, Chinese, Portuguese, French Creole, and Polish, to name a few. On-site interpreters will complement our current system and have a significant positive impact on delivery of patient care and experience.

\$54.5 million in purchases from diverse and small businesses

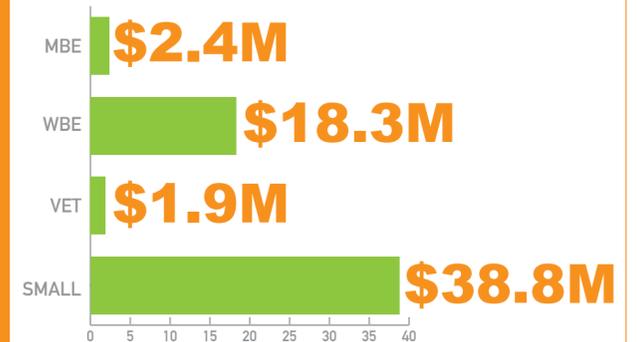
What we buy and from whom we buy is a reflection of our organizational values. In 2021, we spent \$54.5 million with minority-owned, women-owned, veteran-owned, and small businesses, supporting the creation of almost 600 jobs. Our formal Supplier Diversity program ensures that our support for diverse and small businesses will continue to grow.

The Economic Impact of Atlantic Health System's Supplier Diversity Program

\$54.5M
PURCHASES
from small and diverse businesses

592
TOTAL JOBS
Created within Atlantic Health System's supply chain and in the suppliers' communities

Direct Impact on Our Small and Diverse Suppliers: Atlantic Health System's Purchases



Leading with integrity, transparency, and competence.

GOAL:

Building an ethical global marketplace

We conduct our business with integrity and transparency, governing through a resilient corporate structure that appreciates the far-reaching impact of our choices.

What does corporate governance mean? It's not a familiar concept to most people. There are two aspects to governance. First is ensuring the organization complies with all applicable laws, rules and regulations; this is "compliance." Second, governance means setting the ethical, moral, and behavioral standards for the organization and its employees, and seeing that they are enforced.

At Atlantic Health System, we take governance seriously. We set and adhere to strict standards of honesty, integrity, and transparency. We hold our organization and our people accountable. In its shortest and simplest expression, governance at Atlantic Health means we make sure we always choose to do the right thing.

GOING BEYOND THE RULES

Some things that we do in ethics and compliance are mandated by law. But we go a lot further. Governance is a process that we're constantly reviewing and enhancing. The standards we set apply to all 18,000 Atlantic Health team members.

Everyone is expected to follow the rules, and to care for our patients and treat each other in an ethical, honest, responsible, open way.

Privacy is one of the most important concerns of governance, particularly in health care. We take a multifaceted approach to protect patient and team member privacy, combining education, IT systems, and artificial intelligence or AI. AI is proving particularly effective at protecting both privacy and our sensitive operational processes.

CULTIVATING LEADERSHIP DIVERSITY AND EXPERTISE

Governance is a central responsibility of every enterprise oversight board, including the Atlantic Health Board of Trustees. To best execute that responsibility, our aim is to have a board that is highly qualified, diversified in experience and expertise, educated about and expert in our business, and that also brings expertise beyond health care. And like our entire team, we want our board to be diverse and reflect the communities we serve.

The *Inside Atlantic Health* podcast features experts and leaders offering insights and behind-the-scenes views into what makes Atlantic Health tick, giving the board the vital data it needs to guide us in advancing our mission.

Past and planned titles include:

- *Atlantic Center for Research*
- *Atlantic Visiting Nurse*
- *Diversity & Inclusion*
- *Facilities & Real Estate*
- *For-Profits*
- *Medical Staff Credentialing*
- *Workforce Well-Being*
- *Strategic Planning Process*
- *Patient Financial Services*
- *Insurance Program*



"We're always living the 'G' in ESG: governance. As an organization, through our compliance program, we're always making sure we're doing the right things. We comply with laws and regulations, and we adhere to our own internal policies and standards of behavior."

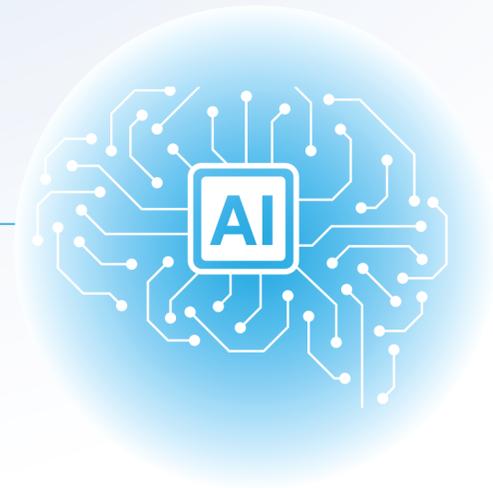
Eva Goldenberg
*Vice President, Corporate Compliance and Internal Audit
 Chief Compliance Officer, Privacy Officer, Research Integrity Officer
 Atlantic Health System*

Of course, the better our board members know and understand our business, the better they can do their job. In addition to a thorough onboarding process and regular education at board and board committee meetings, we look for ways to continue their development. We produce a podcast series, *Inside Atlantic Health*, specifically to give our board members insight into various areas of our operations that they would not normally learn about.

We're proud and privileged to have a board that embraces its role to provide strategic direction and support to our leadership.

High tech tools to support effective governance

Robust cybersecurity to protect patient records and all our systems is a top governance priority. Atlantic Health is using artificial intelligence or “AI” to safeguard the privacy of patient records. Similarly to how credit card companies identify and send alerts of potential fraud to customers, our AI-powered systems alert us in real time to any activity that could potentially compromise privacy. We’re also using AI to safeguard sensitive areas of our operations.



Taking our own medicine: Investing with an eye to ESG

Managing Atlantic Health’s portfolio of assets and investments is a serious responsibility. We hold our investment partners and managers to the same high standards we set for ourselves, insisting that diversity and inclusiveness, as well as material ESG-related factors, be considerations in asset management.

32% increase in hiring in 2021

A prolonged, highly restricted labor market has pinched businesses across the board. Labor shortages are a particular risk in health care, as they can directly impact care delivery. Atlantic Health is proactively recruiting staff to address current and future labor shortages, boosting hiring by 32% in 2021.



“As we recruit new members for our board of trustees, we’re focusing on competencies, of course, but also diversity in terms of age, ethnicity and gender. We’re also focusing on the continued development of our board, giving them insights through our Inside Atlantic Health podcast, for example, supporting them in their role as strategic advisors.”



Sheilah O’Halloran
Executive Vice President,
General Counsel
Atlantic Health System





ACCOMPLISHMENTS

Accomplishments to Date

<p>2022 Practice Greenhealth Awards:</p> <ul style="list-style-type: none"> • System for Change: 1 • Emerald: 3 • Partner for Change: 2 • Greening the OR: 2 • Making Medicine Mercury Free: 1 • Partner Recognition: 1
<p>2022 CIANJ “Company That Cares”: Platinum Award for Environmental Conservation, Sustainability and Recycling (the only New Jersey organization to be recognized)</p>
<p>Successfully eliminated Styrofoam system-wide: Styrofoam was replaced with a compostable product. Also eliminated single-use plastic bags, paper bags, plastic straws, and polystyrene food containers prior to state-mandated deadline of May 2022.</p>
<p>Over 200,000 plastic bags collected and recycled through TerraCycle, a company that specializes in recycling typically hard-to-recycle waste that is not processed by local municipalities. (Since 2021.)</p>
<p>Over 26,000 reusable grocery bags distributed to team members throughout the organization to replace single-use plastic bags. (Since 2021.)</p>
<p>Solar panels designed, installed, and now generating renewable energy at two Atlantic Health hospitals, reducing our carbon footprint with every watt generated. Solar is planned wherever feasible system-wide, targeted for completion in 2023.</p>
<p>Recycling rate reaches 28–32%, double New Jersey’s 15% requirement. We’re striving to recycle everything we can, and the results show we’re succeeding.</p>

<p>Sustainable farming: Waste dehydrators are installed at two Atlantic Health hospitals, reducing food scraps to a pulp usable to enrich soil for agriculture. This material completes a cycle of sustainability through an arrangement with the local Greenwood Gardens. We buy produce for our facilities from them, and then return the dehydrated food waste to grow more produce.</p>
<p>Morristown Medical Center CoGen power plant constructed and operational, joining our existing CoGen plant at Overlook Medical Center. The CoGen plant uses clean-burning natural gas to generate electricity and captures the waste heat to generate steam. Dramatic reduction in carbon emissions — 43% — and significant utility savings.</p>
<p>White vinyl roofing utilized on select new roof installations: The material reflects 80% or more of the sun’s rays and releases at least 70% of the solar radiation that the building absorbs.</p>
<p>11,500 sapling trees distributed for Earth Day 2021: 10,000 to team members and 1,500 to Morris Township to continue its tree replacement program.</p>
<p>Honey-producing beehives at Morristown, Overlook, and Chilton Medical Centers. The honey is collected and used in our foodservice operations and also bottled and sold to the public. And every bee is a busy pollinator, making sure we have fruits and vegetables to eat and flowers to enjoy.</p>
<p>Eliminating toxic chemicals: Xylene has been removed from laboratories and mercury from everywhere system-wide.</p>
<p>“Environmental-Preferred” Procurement Policy: In addition to consideration for small and diverse enterprises, suppliers are vetted for environmental/sustainability credentials that align with Atlantic Health’s sustainability goals.</p>
<p>Governor’s Environmental Excellence Award: Recognized Atlantic Health for reducing its carbon footprint, aggressive waste management, and innovative ways of reducing and reusing common medical materials.</p>



Accomplishments to Date

Advancing Diversity & Inclusion:

Nine Business Resource Groups launched: Team members and their executive sponsors collaborate to address the needs of diverse and minority groups within Atlantic Health, looking at talent and personal development, recruitment and retention, community, and social determinants of health.

AHS YOUiversity & 11,000 micro-learnings: Providing team members with the tools, resources, and opportunities to be culturally sensitive and competent and optimize patient care. More than 11,000 micro-learning sessions on diversity and inclusion were logged by team members in the first two quarters of 2022.

Diversifying the Atlantic Health workforce: Atlantic Health continues to focus efforts on recruiting and retaining a diverse workforce, with special attention to manager and above positions. We have expanded both our reach locally, regionally and nationally and our partnerships with higher education and professional organizations to maximize our pool of potential team members. For current team members, we continue to implement career development and progression programs and provide resources to increase their skills and job satisfaction.

Focusing on physicians to increase underrepresented groups, particularly females and minorities. To this end, we have:

- Welcomed Dr. Judy Washington, Associate Chief Medical Officer for Atlantic Medical Group, to the ESG Committee for her physician perspective
- Renewed our partnership with the Bluford Leadership Institute to cultivate a “pipeline of culturally competent underrepresented scholars for leadership roles in health care”
- Developed minority physician clerkships and minority mentoring programs

Leveraging technology to diversify our supply chain: We have implemented industry-leading Supplier.IO technology and are using its powerful data and management tools to manage our supplier universe and increase partnerships with female, minority, veteran and LGBTQ suppliers. In our first phase, we are identifying our current baseline and setting 2023 targets.

Increasing our spend with diverse and small businesses. In 2021, Atlantic Health spent \$54.5 million with diverse and small businesses, resulting in the creation of nearly 600 jobs.

Launching implicit bias and cultural competency education program in the fourth quarter of 2022, in compliance with New Jersey legislation. Two courses — Cultural Competency and Sexual Orientation Gender Identity (SOGI) — will be offered, each qualifying for one CE credit.

Actively working to overcome language barriers: Communication is essential to providing effective patient care. We have multiple initiatives underway to enhance communication with non-English speakers, including:

- Enhancing current interpretation and translation systems
- Translating the Atlantic Health website; phase 1 completed
- Implementing an internal language certification program; 50 team members soon to be certified in Spanish
- Launching www.atlantichealth.org/lgbtq



Accomplishments to Date

Corporate Social Responsibility (CSR): The Difference We're Making to Communities Beyond Atlantic Health

Hired six Project SEARCH Class of '22 interns:

25 departments hosted 15 Project SEARCH interns, and 35 Atlantic Health team members served as mentors.

Packed thousands of meal kits for MLK Day of Service:

Team members packed 78,408 servings in 13,068 meal kits to feed people experiencing food insecurity; the kits were distributed by 20 community organizations across our service area.

18,000 happy feet: Team members collected and donated over 9,000 pairs of men's, women's, and children's socks — the #1 clothing need for homeless people — that were then distributed by 13 community organizations across our service area.

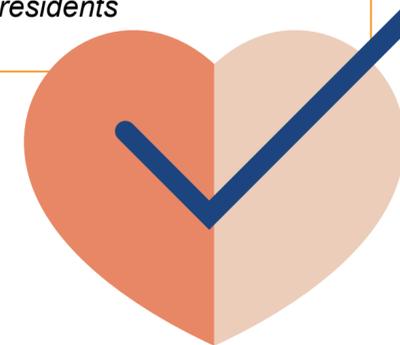
Standing for Ukraine: We want to help, and we are in the fortunate position to be able to do so. Atlantic Health has donated two ventilators and 22 pallets of medical supplies for shipment to Ukraine. Our team members collected nine pallets — 109 boxes! — of humanitarian supplies including toothpaste, flashlights, soap, and more — for shipment to Ukraine, and another eight boxes for the Ukrainian American Cultural Center of New Jersey.

Bringing U.S. heroes home: Atlantic Health was a presenting sponsor for the 2022 Knights of Columbus "Bring a Hero Home" charity golf tournament, sponsored by KOC Council 2248 of Madison, New Jersey. The event raised enough money to bring 30 active U.S. service members home on leave.

Dance for Diabetes Prevention: Team members catch the rhythm and get moving to hip hop, Afro-Latin fusion, Caribbean and other grooves, and achieve better health in the process. A live-stream program is offered at all five Atlantic Health medical centers and our corporate office. These filled-up sessions help with diabetes and increase our general fitness levels.

Quick hits: team volunteers. We're helping everyone in the Atlantic Health community to get involved. We've created a corporate social responsibility intranet page and a volunteer intranet page, and we've signed up almost 1,000 Atlantic Health volunteers who have volunteered almost 1,100 hours so far this year! This year, Atlantic Health team members have volunteered with:

- *nourish.NJ*, helping to distribute 12.5 tons of food to over 1,000 adults and children
- *Habitat for Humanity*: 28 team members and interns volunteered at two home events in Warren County
- *Homeless Solutions*: 110 team members volunteered to help with four *Homeless Solutions* projects, involving 20 gallons of paint and resulting in 45 happy residents



On the Horizon: CSR Activities COMING SOON

- **Gold sponsorship for 2022 NJ Coalition Against Human Trafficking conference; team member education and awareness training on human trafficking**
- **More volunteer opportunities for Atlantic Health team members in the community, including food distribution with nourish.NJ**
- **Community organization access for team members to seek out opportunities to volunteer and schedule on their own and with their family and friends**

Accomplishments to Date

ENTERPRISE RISK MANAGEMENT

External events/resilience

- Strengthened cybersecurity posture through various technologies, enhancements, awareness
- Located alternative sourcing channels during COVID-19
- Created COVID-19 playbook for future reference

Labor & supply shortages: Hired 32% more team members in 2021 than in 2020.

Quality & safety: Implemented High Reliability Organization (HRO) program principles and training to promote patient safety and efficient care delivery. HRO employs predictable and repeatable systems to support consistent operations while catching and correcting potentially catastrophic errors before they happen.

Engagement: Surpassed NJ Patient Experience threshold as measured and reported by Press Ganey, a leading provider of advanced analytics based on the development and distribution of patient satisfaction surveys; recognized as a Fortune "Great Place to Work" for the 14th consecutive year.

Market growth: Expanded operations in Hudson, Bergen, Somerset and Monmouth Counties, including in Bayonne, Paramus, Bridgewater.

Care coordination

- Enrolled 575+ patients in COVID-19 Advanced Care @ Home program
- Handled 38,000+ care coordination episodes
- Established additional community partnerships

Innovation: Built framework to support digital front door initiative; launched Venture Studio.

BUSINESS ETHICS AND COMPLIANCE

- Created next level ERM 2.0, refining the program to address emerging risk and priorities and streamlining the oversight process
- Entered into approximately 100 Business Associate Agreements with our vendors
- Conducted approximately 150 educational trainings throughout Atlantic Health System
- Regularly strengthen our code of ethics and compliance policies to ensure that we meet our regulatory obligations, maintain appropriate vendor relationships and support transparent and collegial relationships

BOARD STRUCTURE AND COMPOSITION

Nominations/appointments: Timely filing of the Governance committee's annual Nomination Report and successful completion of the board's annual meeting to approve all board and subsidiary appointments.

New oversight: In conjunction with system medical staff leadership, implementation of new best practice for Governance oversight and approval of Medical Staff Leadership & Development Committee chair.

Succession planning: Effective succession planning and leadership transition for Quality Committee chair and membership of Audit, Finance, Governance, and Medical Staff Leadership Committees.

Inside Atlantic Health podcasts: Successful 2022 return (following COVID-19 hiatus) of the *Inside Health Atlantic* podcast series, which provides trustees with interesting information about topics such as the Atlantic Center for Research and recent improvements to our medical staff credentialing process.

- Six additional *Inside Atlantic* podcasts in the works on topics such as *Atlantic Visiting Nurse, shared governance in nursing, cardiac care, patient financial services and the Atlantic insurance program.*

