

DEI POLICY | SEPTEMBER 2020

We believe equality and equity are basic human rights.

- We recognize diversity and strive for the inclusion of all people, representing myriad genders, races, ethnicities, sexual orientations, educational backgrounds, religions, abilities, socioeconomic backgrounds, immigration statuses, and more.
- We uphold the precept that every individual deserves a fair opportunity to make the most of their lives and talents.

As a social impact company, we have a responsibility to act as an agent of change and to ensure our people and products inculcate a just environment. We do this not only because it will benefit our business, but because it is the right thing to do.

Our Intent & Our Actions

These are the steps Summery is taking to imbue fair policies for our people and in our products:

Goal: **Protect & promote all people**

Strategies:

- Hire from a diverse pool of global talent
- Achieve a balanced, unbiased comparison of applicant attributes
- Fair compensation across the company

Actions:

- Intentionality about where we post job opportunities to attract applicants from diverse backgrounds and experiences.
- Leverage an interview matrix with structured questions and a grading rubric for consistency
- Grant options and vesting schedules are consistent for all Advisors and employees

Goal: **Create an inclusive culture & community**

Strategies:

- Value diverse viewpoints and experiences
- Create a flexible working environment that allows for different working styles
- Continued evolution based on new best practices, global current events, and stakeholder needs
- Drive impact in diverse communities

Actions:

- Clear set of corporate values that underscore generosity of thought, ethical behavior and personal responsibility, and a celebration of authenticity
- Support for a global, fully remote team and consideration of the personal and professional commitments of our teammates
- Environment that is open to feedback and respect for dissenting opinions
- Activating the values of each individual who completes The Kind Quiz by donating to a nonprofit organization representing the cohort's shared values. As of September 2020, we have made 114 donations to global nonprofits.

Goal: Combat bias in our products**Strategies:**

- Commitment to transparency
- Equal access to products and experiences
- Reduce scientific bias
- Commitment to diverse representation in all products and marketing materials

Actions:

- Published policies on data privacy, our ethical approach to AI, and scientific methodology
- Products and applications that are ADA compliant
- Global sourcing of social impact activities
- Product testing with international audiences
- Data ethics training for all members of the Summery scientific team
- Use of crowd-sourcing/crowd-truthing throughout product development regime
- Deliberate use of inclusive language and images to ensure products resonate equally with different demographics

We recognize that these policies and practices of inclusion are just a starting point. We have a long-term commitment to equality and equity within our company, with our clients, and throughout our community.

Open Dialogue

We welcome your voice in our process. Please reach out to Erin Michelson at erin@summery.ai with your thoughts and ideas.

For More Information

Contact us at hello@summery.ai for more information on our DEI Policy.