



ETHNIC DIVERSITY POLICY

stok is committed to ensuring the ethnic and racial diversity and inclusiveness of our team. We continuously monitor recruiting, retention, and other employment-related policies to ensure that diversity is a key goal.

Our initiatives are focused on attracting racially and ethnically diverse team members and ensure that everyone, regardless of ethnicity or race, has the opportunity to be successful in their careers within stok. These initiatives include:

Recruiting

- *Diverse Interviews:* Our hiring guidelines ensure that each applicant interviews with a relatively equal number of men and women from varying backgrounds & age groups. Of course with our packed schedules that isn't always possible, but we try our best to make sure that each applicant gets a diverse array of interviewees to get a true taste of the stok culture.

Retention

- *Salary Matrix:* Since salaries are based solely on responsibilities & qualifications, we take personal bias out of the picture and ensure equal pay for equal work.

In order to ensure equality at stok, the Culture Committee will conduct an annual assessment of the factors below, analyze the results of measurements, and determine solutions for any gaps that may appear.

Factor	Measurement
Pay	Salary
Giving/receiving feedback	Feedback tracking forms
Use of outside consultants	# of enquiries
Human Capital Contribution	HCC Scorecard