



GENDER DIVERSITY POLICY

stok strives for gender diversity and inclusiveness in our workforce. Our goal is to have a gender balanced workforce and ensure that women and men are treated on the same basis in terms of recruitment, hiring, training, responsibilities, and opportunities for growth. We utilize the following strategies to achieve that goal:

Recruitment

- *Gender balanced job descriptions:* In order to attract job applicants of both genders, we strive to make our job descriptions balanced and diverse. We use Textio (<https://textio.com/>) to test each of our job descriptions for masculine and feminine words and ensure that each posting has an equal balance of the two.
- *Gender balanced 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.
- *Career page:* We also make sure that the Career page of our website highlights all of our amazing benefits – from a ping pong table & never-ending supply of beer to 3 months of paid maternity leave & an on-site gym – to attract both genders.

Retention

- *Workplace style assessments:* Everyone, man, woman or dog, has different preferences at work when it comes to communication, productivity, and learning. Although these styles depend on a lot more than just gender, research shows that men are more likely to have a more “dominant” approach in the office than women. We utilize the DiSC Assessment (<http://www.everythingdisc.com/>) to determine each team member's individual work style and hold regular workshops to teach teams how to effectively communicate with each other based on those styles. This allows

everyone, regardless of work style or gender, to feel comfortable and be heard at stok.

- *Engagement & Wellbeing Survey*: Our annual Engagement & Wellbeing Survey allows team members to anonymously report on their happiness at stok. We analyze these results based on several demographic factors, including gender, in order to quantify and improve upon any gaps that may exist.

In order to ensure gender 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
Wellness & empowerment	Engagement & wellbeing survey
Human Capital Contribution	HCC Scorecard

**Note: stok operates under a self-managed organizational structure (what we like to call “organizational biomimicry”) rather than the typical hierarchy. This means that we don’t have bosses, or “senior management” – everyone is a manager. For more information on our unique organizational structure visit: stok.com/about-us