



NON-DISCRIMINATION POLICY

stok is an equal opportunity employer and makes hiring decisions on the basis of merit. We prohibit discrimination based on race, color, religion, creed, sex, gender, gender identity or expression, marital status, age, national origin or ancestry, physical or mental disability, medical condition, veteran status, sexual orientation, genetic information, or any other consideration protected by federal, state or local laws. stok's commitment to equal opportunity employment applies to all persons involved in the operations of the Company and prohibits unlawful discrimination by any team member as well as outside third parties including customers and vendors.

We are also committed to providing equal opportunities and access for people with disabilities. In compliance with applicable federal, state, provincial, or local law, stok does not exclude otherwise qualified persons with physical or mental limitations from participating in employment opportunities. HR will evaluate and respond to all requests to make a reasonable accommodation, modification, or adjustment in our facilities, programs, policies, jobs, services, and activities to ensure equal opportunity for qualified individuals with disabilities.

If you believe you have been subjected to any form of discrimination, including denial of reasonable accommodation, or if you are aware of an incident of discrimination involving another team member, please report the situation to HR. We will promptly attempt to resolve the situation and ensure that the discrimination does not happen again.

As a part of stok's commitment to an equitable workplace, we have worked toward achieving the JUST label. JUST label calls for organizations to demonstrate a commitment to the creation and maintenance of an equitable workplace.

JUST defines discrimination as "the harmful treatment of an individual or group based on certain real or perceived characteristics." stok is proud of its three-level JUST label, which JUST defines as the following:

1. Organization has a written and publicly posted policy on non-discrimination.

2. Organization has experienced a minimum of 36 consecutive months prior to its JUST label application where there have been no complaints of discrimination against the organization, or, where complaints have been filed with local, state or federal agencies that deal with discrimination, the third-party adjudication results in findings of no evidence to support the complaint.

We are very proud of our JUST label of a discrimination-free work environment and hope you will help maintain that standard.