



# DEI Statement

**We believe that all people** – regardless of nationality, ethnicity, race, gender identity, sexual orientation, disability, age, socio-economic status or any characteristic that is discriminated against – are entitled to the basic rights of respect, inclusion, safe work environments and living (not just surviving), wages. In addition, we believe that non-human beings have a fundamental right to life, and right to the healthy habitats and ecosystems they require to thrive.

Ingenious ideas arise from a diverse mix of experiences, cultures, identities, and abilities. We know that achieving greater diversity, equity and inclusion will enhance our organization and the portfolio companies in which we invest. As a team that champions a sustainable-for-all food system, we prize thinking outside the box and challenging the status quo, including our own.

In our mission-based work, we are constantly learning about the interconnectedness of the individual, humanity, nature, and world. We will continue to develop and grow our network of DEI tools, resources and programs - within Unovis, our portfolio companies, and the companies we partner with - to widen the circle of connection.

Diversity is not only vital for a dynamic workplace, but also essential to drive critical thinking and innovation. We believe that work environments should reflect the diversity of society not only because it's the "just" thing to do but also because it's just good business.

One commonality of every living being on the planet is that we all need nourishment. To that end, Unovis seeks unique points of view and experiences in our quest to revolutionize an entrenched food industry. Our ongoing engagement with DEI leaders is essential to authentically create and embrace diverse and inclusive work environments.

The Status Quo's pull is astonishingly powerful, as we know from trying to disrupt the animal agriculture food system. Good intentions are not enough to change centuries of systemic, institutional, cultural racism and bigotry, or the many other biases people face in the United States and worldwide. We're on a continuum of learning and we strive to influence our portfolio companies to take authentic, actionable steps as well.

Equity is about fair access to opportunity, networks, and resources. The barriers to fair access are as complex and fortified as they are ancient. We will continue to work with organizations to help us identify walls, break them down, and create a variety of ways for all to gather at the table.

Inclusion is about feeling safe and welcome at the table. It is being seen, heard, understood and valued. Inclusion has to do with daily interactions: listening to understand, stepping into another's shoes, encouraging those who might feel separate to join the conversation and much more.