

DIVERSITY AND NON-DISCRIMINATION POLICY

This policy was officially approved by the Board of Directors of SERES Global on October 30, 2016. Reviewed on January 23, 2021.

SERES Global recognizes that success in meeting the needs of our clients, contributors, volunteers and employees requires the full and active participation of talented and committed individuals from a variety of different backgrounds. By fostering an atmosphere of acceptance and support, we value and appreciate the strengths afforded by the differences, styles, ideas, and contributions of individuals with differing cultural backgrounds and perspectives.

A commitment to diversity is also a commitment to respecting the dignity of all people, one the core values of **SERES Global**.

Therefore, it is the stated policy of SERES Global that all current and prospective clients, recipients of services, volunteers and employees may not be discriminated against, either directly or indirectly, on the grounds of gender, gender identity, age, disability, marital status, sexual orientation, creed, religion, and ethnic or national origin.

SERES Global also takes a proactive approach to seeking diversity in the makeup of its governance structures, its staffing, and the development and implementation of its organizational systems and procedures.