

## SR Inc Diversity, Equity, and Inclusion Statement

SR Inc is committed to protecting and promoting the inviolable and inalienable dignity of every person. Furthermore, SR Inc works to affirmatively identify, enfranchise, and energize the needed genius of traditionally marginalized people and communities. By celebrating the aptitude of every person for positive social meaning, as well as the benefit of the natural world that is beyond commercial value, we can evolve beyond need-based, extractive relationships with people, enterprises, communities and our natural world towards relationships based on care more than need which magnify the unique and creative contributions of every individual, enterprise, community, and our environment.

An unthinking embrace of extractive relationships has helped precipitate the intertwined crises of human-caused climate breakdown, structural economic and racial inequity, and human health that we are challenged by today. These crises are tragic, unnecessary, and an enormous opportunity for commercial innovation, contribution, and leadership. Consequently, SR Inc is committed to a proactive approach to diversity, equity, and inclusion (DEI) to help ignite genius, build resiliency, and develop a powerfully creative sharing of human vulnerability, possibility, and destiny as a commercial enterprise embedded within and rightly serving human and ecological communities.

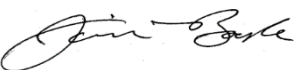
At SR Inc, we envision a future where corporations are increasingly committed to protecting and promoting the dignity of all of their stakeholders – including our natural world – which enable them to create value. We envision a future where people of all backgrounds feel welcomed and included, where diversity of thought and experience is celebrated, and where opportunities are equally available to all as SR Inc makes a net positive impact on the natural world that sustains us all.

We have begun the journey toward that future. In 2021, our team identified our first two priorities to improve our diversity, equity, and inclusion efforts:

1. Cultivating a culture of learning, curiosity, and discussion about diversity within the team
2. Improving hiring efforts to recruit, hire, and retain diverse candidates

We have begun the process of learning by setting aside time on a biweekly basis to review and discuss topics related to diversity, equity, and inclusion. Through this process, we aim to create an explicitly inclusive and welcoming space for people of all backgrounds. We look forward to incorporating our learnings and insights into our work with clients, helping to serve them better as they work to build a more inclusive and equitable future. We also look forward to instituting practices within our hiring process to reach more diverse audiences, eliminate bias, and place higher value on diversity of thought and experience. Ultimately, we aim to extend this program to the Board of Directors to ensure SR Inc is advised by individuals from diverse and varied backgrounds.

All SR Inc employees will be part of this initiative. The management of SR Inc will support this policy and will review and update it on an annual basis to reflect evolving best practices. SR Inc, like most companies, is at the beginning of our DEI journey and we recognize that incorporating DEI into company practice is never truly done. We look forward, however, to challenging established practice where that is demanded by our stakeholders' dignity and to continuing our learning journey with the commitment, humility, kindness, creative hope, and practical effectiveness that our stakeholders deserve.



James F. Boyle  
CEO and Founder