

Northern Gritstone's Commitment to Equality, Diversity and Inclusion

We are committed to removing barriers that hold people back. When people come together with different views, approaches and insights it leads to a richer, more creative and innovative environment for creating the world-leading businesses of tomorrow.

Northern Gritstone's focus on Purpose & Impact and doing business in the right way underpins the business' culture. Good businesses are diverse businesses by thought, experience, background and outlook as well as by gender, race, sexuality and other characteristics. The Company recognises that true diversity is 3D and incorporates a broad range of measures including socio-economic background, neurodiversity and education. Creating a diverse and inclusive working environment is central to our culture at Northern Gritstone.

The Company

Northern Gritstone has adopted a range of policies and procedures which promote and protect equality, diversity and inclusion. These policies and procedures include the following areas:

- Equal Opportunities
- Grievances
- Bullying and Harassment
- Parental Leave
- Flexible Working
- Stress Management

Our policies and procedures are supported by a commitment at all levels of the Company to a zero tolerance approach to gender and race discrimination, bullying and sexual harassment in the workplace as well as attitudes and behaviours which normalise or legitimise such actions.

In building a diverse and inclusive team, Northern Gritstone aspires to reflect the communities in which it operates. In the interests of transparency, the Company reports diversity data in line with guidance produced by the [Sustainability Accounting Standards Board](#).

Northern Gritstone's approach to inclusive recruitment is informed by the following principles:

- Seeking candidates from diverse backgrounds and, in particular, ensuring interviews are offered to applicants from under-represented groups;
- Structuring interviews in line with guidance issued by [Diversity VC](#) to ensure fairness and remove opportunities for bias including making special adjustments if required;
- Being aware of, and acting to mitigate the influence of, unconscious bias;
- Ensuring those involved in recruitment are themselves diverse;
- Encouraging feedback from candidates (successful and unsuccessful) on recruitment processes including, specifically, in terms of equality, diversity and inclusion; and
- Continual assessment of effectiveness of process as an inclusive one.

Senior leadership regularly reviews and monitors the diversity of all candidates. This data is used to inform improvements to the hiring process.

The Company recognises that the industry in which it operates has historically suffered from a lack of diversity and to address this issue plans to offer paid internships to individuals from under-

represented groups. Northern Gritstone partners with organisations that engage with communities from diverse backgrounds.

Northern Gritstone recognises that a healthy work-life balance means different things to different people. A positive work-life balance is promoted throughout all levels of the Company and the Company aspires for all employees to be fulfilled in both aspects of their life. As well as focusing on offering a fulfilling career and delivering the priorities of the business, Northern Gritstone supports employees adopting a healthy work-life balance by devoting time to family, caring responsibilities and leisure activities.

The timing of meetings and social gatherings is considered in relation to those with caring and other responsibilities. Northern Gritstone's office space includes dedicated areas for those who have diverse needs. Special adjustments are made for employees where required.

Regular training is provided (including [Google's unconscious bias workshop](#)) to ensure effective implementation of the Company's approach to equality, diversity and inclusion, as well as continued learning and development of the Company's policies and processes.

Investee Companies

When making investment decisions Northern Gritstone applies the same principles towards promoting diversity and inclusion as it does to its hiring strategy:

- Promoting positive role models which exist within the Company's ecosystem;
- Encouraging founders from a diverse background and seeking to provide additional support, where possible, necessary and appropriate, to enable the founder and new company to bring forward their concept;
- Structuring the investment process to ensure fairness and remove opportunities for bias, and making any special adjustments necessary to enable founders from under-represented groups to participate in the investment process to their best ability;
- Being aware of, and acting to mitigate the influence of, unconscious bias;
- Ensuring the investment committee is diverse and takes into consideration the equality, diversity and inclusion aspects of all investment opportunities;
- Encouraging feedback from founders and companies (successful and unsuccessful) on the investment process including, specifically, in terms of equality, diversity and inclusion; and
- Continual assessment of effectiveness of process as an inclusive one.

Northern Gritstone collects founder diversity data for pitches received and monitors the investment decisions made in relation to these, with the results reviewed and discussed at Board level.

Northern Gritstone expects investee companies to adopt the same approach to diversity and inclusion as that taken by the Company, with appropriate policies, procedures and initiatives in place. Where these are lacking, Northern Gritstone seeks to guide and support investee companies to achieve this. Investee companies are encouraged to promote diversity throughout all levels of their business.

Northern Gritstone offers support in accessing quality diverse talent, enabling investee companies to hire through an equality, diversity and inclusion lens.

Recognising the historic lack of diversity amongst founder teams, Northern Gritstone is a signatory to the [Investing in Women Code](#) and actively seeks to promote female entrepreneurship. The



Company also engages with partner organisations that work with communities and founders from diverse groups, and regularly has senior representation on panels and at events that promote equality, diversity and inclusion.

As Northern Gritstone builds, the Company continually looks to develop and enhance both its own approach to equality, diversity and inclusion and that of its investee companies.