

WE ARE ALL CONNECTED

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 particular mission-based work, we are constantly learning about the interconnectedness of the individual, humanity, nature, and world as a whole. 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

Diversity is not only vital for a thriving workplace, but also essential to drive critical thinking and innovation. We believe that workplaces should reflect the diversity of society. But there is one commonality among all living beings: Everyone on the planet needs to eat. To that end, we need unique points of view and experiences in our quest to revolutionize an entrenched industry. Through our engagement with DEI experts, we understand that it takes thoughtful strategy to authentically create and embrace diverse workplaces. It requires accountability. As we learn from others, we use our influence to help our portfolio companies take actionable steps as well.

Equity

Equity is about fair access to opportunity, networks, and resources. The barriers to fair access are multi-layered. We will continue to work with partners and organizations to help us identify barriers, break them down, and create a variety of ways for all to meet at the table.

Inclusion

It's not about just meeting at the table but about feeling safe and welcome there, too. It is being both seen and heard. Inclusion is the daily interactions: listening to understand, stepping into another's shoes, encouraging those who might feel separate to join the conversation. We believe that it's collaborative curiosity, not preconceived notions, that is essential for innovation. Similarly with personal interactions, we gain fresh perspectives and connection when we start with curiosity.

