



Equity, Diversity & Inclusivity

Bending Spoons values equity, diversity, and inclusivity (“EDI”). A commitment to advancing EDI is one of many ways we hold ourselves to high ethical standards and implement our values.

Discrimination, bias, and unequal treatment based on individual attributes such as gender, sex, age, race, physical abilities, family status, economic status, sexual orientation, ethnicity, nationality, religion, and others persist in the world. This creates barriers that impede equal opportunities, to the detriment of individuals and greater society.

We actively contribute to a future without these barriers. We commit to understanding, identifying, and removing them, fighting the discrimination, bias, and unequal treatment described above. We commit to being a force for positive change.

Our commitment includes the following objectives:

- Investing to attract job applicants from underrepresented groups
- Providing a bias-free and inclusive experience for every job applicant
- Making hiring and staffing decisions based solely on merit
- Maintaining a bias-free impactfulness assessment and pay-review process
- Creating an environment where Spooners can each bring their full self to work without fear of discrimination, and can each find the support necessary to have equal opportunities to thrive
- Where warranted, offering benefits designed to support the differing needs of individuals
- Offering products featuring inclusive language, imagery, and, more generally, user experiences
- Communicating with all of our stakeholders in an inclusive manner, considering both language and imagery
- Where warranted, using our public profile and resources to influence positive transformation



While our EDI work is aimed at empowering all marginalized populations, we currently place a particular focus on promoting gender diversity by fostering opportunities for and increasing the representation of women in roles across the company.

We actualize our commitment through policies, processes, communication, education, and other initiatives. We see this commitment as the shared responsibility of all Spooners. We periodically audit all relevant systems and proactively correct any discrimination, bias, or unequal treatment uncovered.