

# Diversity

We are committed to providing equal employment opportunity and an environment free of discrimination. This means that all persons are hired, assigned, promoted and treated in all phases of employment without regard to race, creed, color, religion, gender, sexual orientation, gender identity or expression, national origin or ancestry, alienage, citizenship, age, marital status, physical or mental disability, medical condition, veteran status, genetic predisposition or carrier status, status as a victim or any other classification protected by applicable local law.

## Our vision

We seek to embed diversity, equity and inclusion (DEI) into the foundation of our work, and we act as leaders, deep listeners and active collaborators on DEI issues in our field.

## Why is this important to us?

Our commitment to diversity, equity and inclusion recognizes that opportunity and privilege is not equally distributed. We seek to address these disparities and prejudices so that we are fair and just in all that we do.

We want to fundamentally shape our organisation and its impact: to uphold our objective to empower individuals and communities equitably across the world; and to embed diversity, equity and inclusion in all aspects of our work.

We believe being an equal opportunity employer and having well-managed diverse teams improves overall performance and that the inclusion of people of different backgrounds, cultures, experiences and perspectives is of utmost importance. We recognise the need to reflect the communities we and our portfolio work in and aim to serve if we are to better achieve our business and social impact goals.

## What do we do to support this?

We acknowledge all the ways in which people differ, encompassing characteristics that make one individual or group different from another, including but not limited to characteristics such as race, gender and gender identity, religion, nationality, sexual orientation, ethnicity, language, abilities, socio-economic background, educational background, immigration statuses, ages and more.

We strive to treat all people equally, giving fair treatment, access, and opportunity to all, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

We aim to include all people by creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. To do this, we will:

- actively work to meet and engage a greater diversity of organizations and entrepreneurs, seek out opportunities from under-represented groups, and ensure our vetting and approval processes do not unfairly prejudice particular individuals or organizations;
- encourage and support our portfolio organizations to be representative of the communities they work in, develop plans to become more inclusive and equitable, and provide opportunities for learning;
- foster an open and inclusive environment within Luminate wherein staff are supported and encouraged to learn about these issues and build inclusive practices into their daily work, and feel able to participate fully and safely in their work environment;

- leverage known best practice from progress made by our peers and stakeholders, encourage awareness of these issues in the spaces we work in, and contribute to public knowledge of 'what works.' We will endeavour to be transparent about our progress throughout;
- optimise our recruiting practices so that we are able to attract diverse candidates from all backgrounds, retain them, and support them to thrive in Luminate.

## How do we do this?

We ground our efforts in evidence by assessing where we currently stand, identifying where we can improve, implementing solutions, and tracking our progress. These assessments will engage relevant internal and external stakeholders and will include input from our investees.

We take an intersectional approach across all areas of our work that responds to the requirements of the various geographies we work in.

We will act humbly and respectfully – listening to those with lived experience – and take meaningful steps towards sustained change and a culture where we continue to learn.