



Ecosystem Services Market Consortium LLC (ESMC) Diversity and Inclusion Mandate

ESMC appreciates the talented and diverse women and men who help to meet its mission and goals. We are stronger, more credible, and more effective when our work includes highly qualified individuals with backgrounds, cultures and traditions that reflect our rich human diversity and improve opportunities for all. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.

ESMC has and vigorously maintains a company culture and working environment that is free of unlawful discrimination and harassment. ESMC strictly prohibits and will not tolerate discrimination based on an individual's protected status, including but not limited to, persons of varying ages, ancestry, ethnicity, color, disability, race, sex, sexual orientation, gender identity or expression, religion, national origin, political affiliation, socioeconomic and family status, genetic information, HIV/AIDS status, protected veteran or military status, geographic region, or any other characteristic protected by local or state laws.

ESMC will pursue the following with regard to staffing:

1. Ensure at least 50% of candidates interviewing for open ESMC job positions are from the underrepresented groups listed above;
2. Ensure that senior level management has at least 50% representation from the underrepresented groups listed above; and
3. Ensure that the ESMC Board is comprised of at least 50% membership from the underrepresented groups listed above.

Harassment: ESMC strictly prohibits and will not tolerate harassment of any kind, namely sexual harassment, harassment against a protected class, bullying, or any sort of demeaning communication or behavior. Specifically, sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of sexually harassing behavior may include unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Other harassing behavior may include bullying, inappropriate social media communications about individuals or groups, sharing inappropriate messages or images across cell phones or email communications or participating in communications that are intended to downgrade, demean or insult another person or group.

As an organization, ESMC maintains a zero-tolerance policy for discrimination and harassment. This includes, but is not limited to: 1) providing a safe and trusted environment which protects anyone within our organization or anyone who we have contact with, including partners, recipients, and volunteers; 2) having adequate policies, procedures and measures to protect people and ensure that they are shared and understood; and 3) having absolute clarity as to how incidents and allegations will be handled should they arise, including reporting to the relevant authorities, including ESMC-designated points of contact, as appropriate.

The ESMC organizational culture reflects our ongoing commitment to build and maintain a safe and accepting work environment that supports the efforts of all of our team and those who we work with, to effectively carry out its mission.