

SP Ventures

## Diversity Policy

2023



**SP VENTURES GESTORA DE RECURSOS LTDA**

("Company")

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**Diversity Policy**

**Valid as of 01/08/2023**

**Statement of Commitment to Diversity and Inclusion**

We, at SP Ventures, are committed to promoting diversity and inclusion in all areas of our organization. We firmly believe that diversity is a fundamental pillar for success and innovation. We actively strive to create an environment that values and respects diversity in ethnic backgrounds, gender, sexual orientations, physical abilities, ages, and perspectives.

Our commitment to diversity is reflected in every stage of our investment process, from selecting companies for our portfolio to supporting and fostering the continuous development of entrepreneurs in our network. We actively seek to invest in companies led by underrepresented individuals and encourage diversity within founding and leadership teams.

Furthermore, we are dedicated to cultivating an inclusive culture that values collaboration, mutual respect, and equal opportunities. We promote diversity of thought and encourage our employees to express their ideas, regardless of their backgrounds or personal characteristics.

We pledge to continue learning and improving our practices concerning diversity and inclusion. We are committed to contributing to the creation of a more inclusive and diverse venture capital industry. We firmly believe that diversity drives innovation, creativity, and significant performance, and we are devoted to reaping the benefits of this inclusive approach for the benefit of our investors, entrepreneurs, and communities at large.

**Objectives**

The objective of the diversity policy is to promote inclusion and equal opportunities for all individuals, regardless of their ethnic origin, gender, sexual orientation, age, physical abilities, or any other personal characteristics. This policy aims to create a work or social environment that values and respects diversity, recognizing the unique contributions that each individual can bring. Additionally, it seeks to eliminate any form of discrimination or prejudice, fostering equity and social justice. By establishing a diversity policy, SP Ventures commits to creating and maintaining an inclusive environment where all individuals feel valued, respected, and have equal opportunities for growth and development.

This policy applies not only to the practices of SP Ventures as a fund manager but also extends to the practices that will be disseminated throughout its portfolio.

### **Practice and efforts**

To direct the efforts of the management company, the following key areas have been selected in which the SP Ventures will work internally and with its portfolio:

- (i) Foster Diversity in Investment Teams: Ensure that the investment team is composed of members from diverse backgrounds and perspectives. Encourage the hiring of professionals from different genders, ethnicities, and experiences;
- (ii) Commitment from Leadership: It is essential for the organization's leadership to be committed and actively supportive of the diversity policy. This includes allocating adequate resources, promoting an inclusive environment, and advocating for diversity in all areas of the organization.
- (iii) Implement Inclusive Recruitment Processes: Adopt recruitment practices that actively seek diverse candidates and avoid unconscious biases. Expand the recruitment network to include underrepresented groups;
- (iv) Promote Diversity in Invested Companies: Encourage invested companies to adopt hiring and promotion practices that promote diversity and inclusion. Provide support and resources to help them achieve these objectives, such as through training programs, mentoring, internal promotion initiatives, and other efforts that ensure all employees have access to equal opportunities;
- (v) Promote Education on Diversity and Inclusion: Conduct training for the fund's team on the importance of diversity and inclusion, as well as the associated benefits. Encourage participation in events, workshops, and conferences related to diversity;
- (vi) Include Diversity Criteria in Investment Evaluation: Actively consider diversity and inclusion as criteria during the investment evaluation process. Value companies that demonstrate a clear commitment to diversity in their organizational culture and business strategies;
- (vii) Measure and Monitor Progress: Implement diversity metrics and indicators to track progress over time. Conduct periodic analyses to assess the effectiveness of the adopted practices and identify areas for improvement
- (viii) Establish Clear Diversity Goals: Set measurable and achievable goals to increase diversity in terms of gender, ethnic background, age, and other relevant characteristics. These goals can be applied to both the internal team of the fund and the portfolio of invested companies;
- (ix) Be a Leader and Advocate for Diversity in the Industry: Participate in external initiatives and collaborations that promote diversity and inclusion in the venture capital ecosystem. Share experiences and best practices to encourage the adoption of similar policies by other funds.
- (x) Establishment of Partnerships: Seek collaborations with organizations and networks that promote diversity and inclusion in the venture capital sector. This may include professional associations, affinity groups, and organizations supporting entrepreneurs from underrepresented communities.

## Responsibilities

As part of our diversity policy, we recognize the importance of establishing clear responsibilities to ensure its effective implementation and ongoing progress. Below, we present some responsibilities that all members of our organization must fulfill:

- (i) **Leadership and Engagement:** Our leadership is committed to promoting diversity and inclusion in all aspects of our work. They will lead by example, demonstrating a personal commitment to diversity and encouraging the participation of all team members.
- (ii) **Awareness and Education:** All employees are responsible for increasing their awareness of diversity and inclusion by participating in training and educational programs. They should be aware of the benefits of diversity and ways to create an inclusive environment.
- (iii) **Promoting an Inclusive Environment:** Each team member has the responsibility to foster an inclusive work environment where all voices are heard, valued, and respected. This includes avoiding discriminatory behaviors, treating all colleagues with dignity and respect, and promoting equal opportunities.
- (iv) **Support for Professional Development and Advancement:** It is our responsibility to provide support and resources for the professional development and advancement of all team members, regardless of their background or personal characteristics. This includes offering mentoring programs, training opportunities, and ensuring equal access to growth opportunities.