

Twist Bioscience Board Diversity Statement

Twist Bioscience is striving to create and maintain a diverse, inclusive, and safe environment where all board members, employees, and associates are respected and valued regardless of race, color, religion, sex/gender, sexual orientation or identity, medical status, medical condition or disability, military or veteran status, national origin, ancestry, age, or any other trait.

We're committed to being nondiscriminatory and providing equal opportunities for employment and advancement in all areas of our work.

We respect the value that diverse life experiences bring to our board and leadership and we strive to listen to and value their views.

We strive to model diversity, inclusion, and equity and maintaining fair treatment for all.

Our board's philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

- We strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address unjust inequities in our policies, programs, and services.
- We update and document progress on our diversity, inclusion, and equity practices.
- We dedicate time and resources to examining diversity within our board and leadership positions.
- We lead with respect for each other as human beings and we encourage all employees to express this in their work within our organization.

Twist Bioscience agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

1. We create new learning opportunities as we strive for cultural awareness and respect throughout our organization.
2. We strive to conduct or identify research related to equity so that we can make progress in the areas of diversity, inclusion, and equity and we'll share our advancements annually on our website.
3. **We identify resources for our underrepresented** constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
4. We develop internal resources that demonstrate our commitment to diversity, inclusion, and equity and present them to our employees and members of our community.