



## Equity Statement

Sept. 16, 2020

Green Hammer envisions a future where healthy zero carbon buildings are accessible to all. We create buildings that provide people with fresh clean air and clean water, abundant clean energy, a comfortable indoor temperature, a sense of delight, and a connection to the natural world. Yet far too many people live, work and go to school in buildings that are harmful to their health.

We also know that climate change and pollution disproportionately impact communities of color. We believe the only way to solve the climate crisis, and to do it equitably, is to help ensure there is a more diverse and representative group of people working in collaboration to solve it.

As we work to achieve our vision, and solve the climate crisis, we are committed to advancing justice, diversity, equity and inclusion (JEDI) within our organization and our community. As an organization and as individuals who care about the environment and one another, we will make every effort to:

- Hold ourselves accountable to being an antiracist organization, including seeking out ways to eliminate all forms of systemic injustices, racism and ethnic oppression;
- Foster a company culture where problems are met with curiosity, not blame, and where mistakes are managed, not punished;
- Foster a work environment where people feel welcome and safe to express their ideas, yet where hateful, racist, profane, violent or harassing behaviors or comments are not tolerated;
- Ensure our policies and practices promote equity and inclusion (e.g. salary equity and diverse leadership) and address societal inequities that disproportionately impact vulnerable communities;
- Ensure employment practices promote justice, equity, diversity and inclusion – fairness in recruitment, hiring, retention and advancement within our organization;
- Strengthen outreach to women and minority-owned businesses in an effort to increase the diversity of our trade partner network.
- Use our JEDI lens to influence our unified design build process;
- Ask for help when we need it – bring in a diverse range of outside experts to share their knowledge on justice, equity, diversity and inclusion issues and tools.

Following our B Corp certification in 2017, we formed our Justice, Equity, Diversity and Inclusion (JEDI) Committee as a first step toward creating a more equitable and diverse work environment that provides everyone the opportunity to succeed. In 2020, we committed the resources necessary to turn our equity and antiracism statements and company goals around JEDI into a blueprint for action. This action plan, when complete, will allow us to define specific tactics and metrics we can use to measure progress toward meeting our JEDI commitments.