



MANI HELENE ARDALAN FARHADI

SPUR

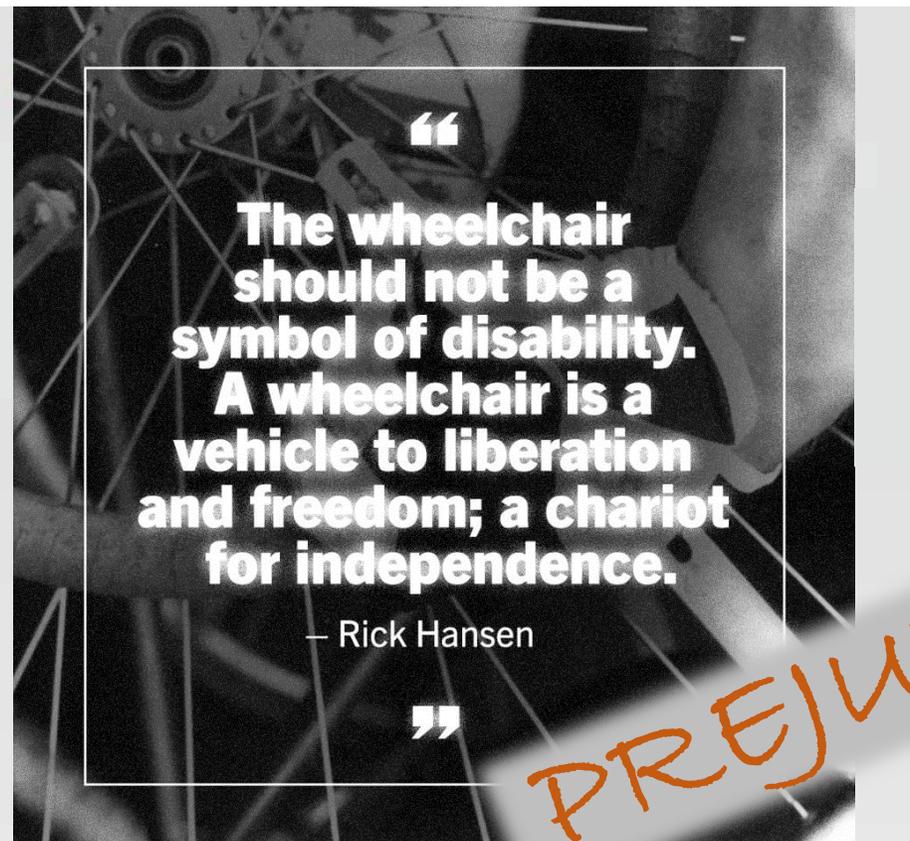
3/21/19



FLUIDITY



"The prejudices people feel about each other disappear when they get to know each other."
Captain James Tiberius Kirk
Enterprise



"The wheelchair should not be a symbol of disability. A wheelchair is a vehicle to liberation and freedom; a chariot for independence."
Rick Hansen
Canadian Paraplegic Athlete



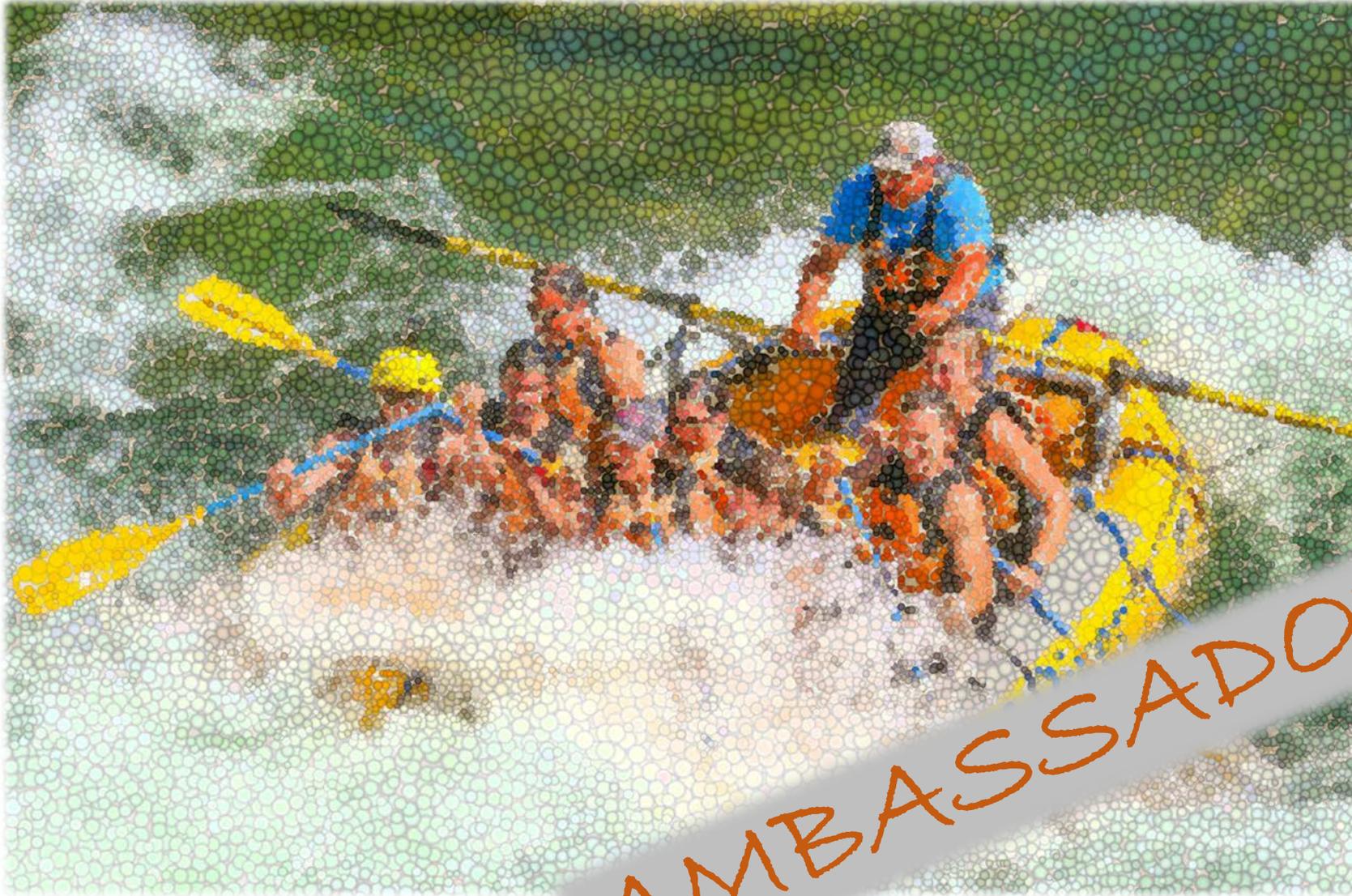
EMBRACE
BETWEEN



MENU-DRIVEN



CHOICE



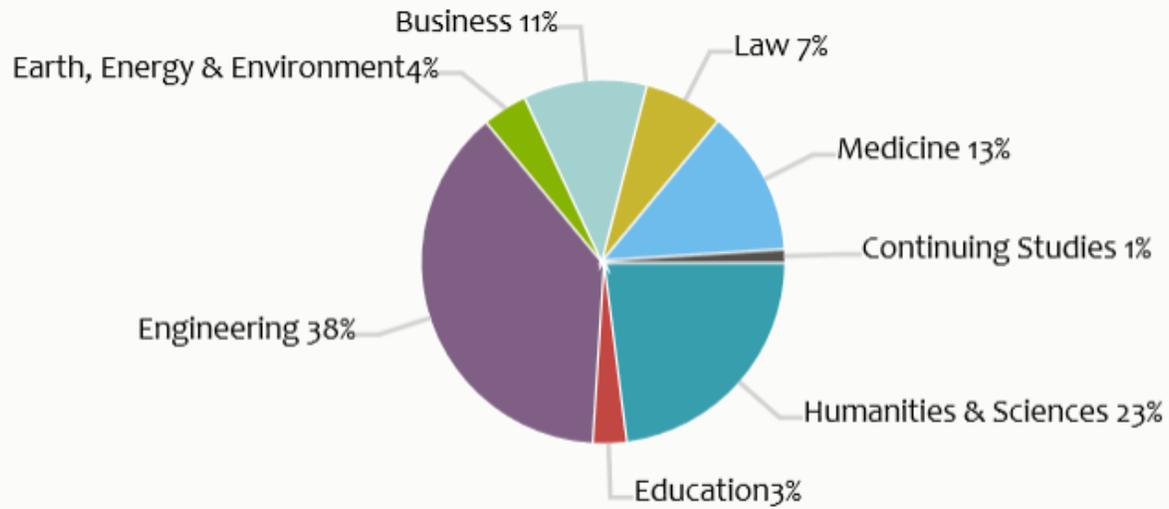
AMBASSADOR



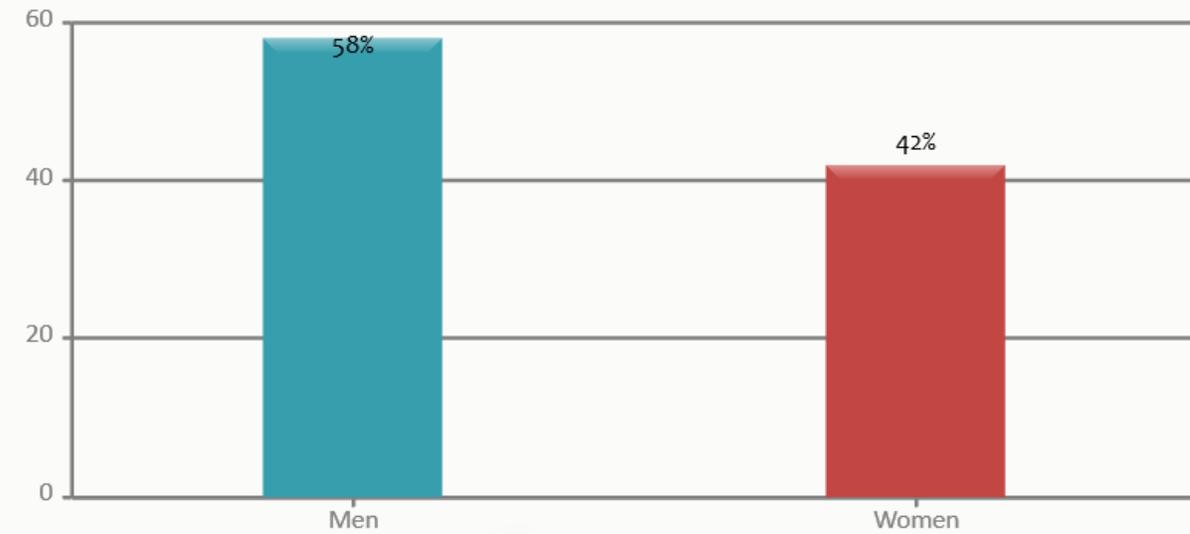
ADVOCACY

POSITIVITY

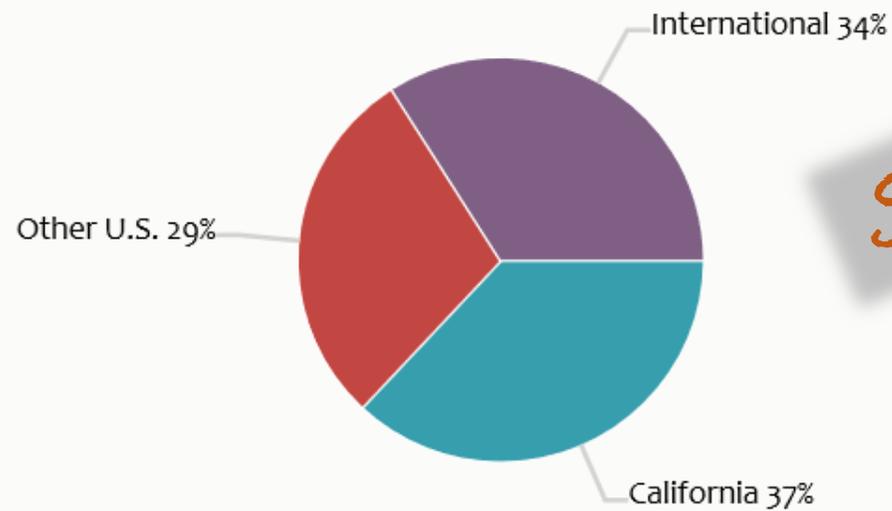
BY SCHOOL



GENDER BALANCE

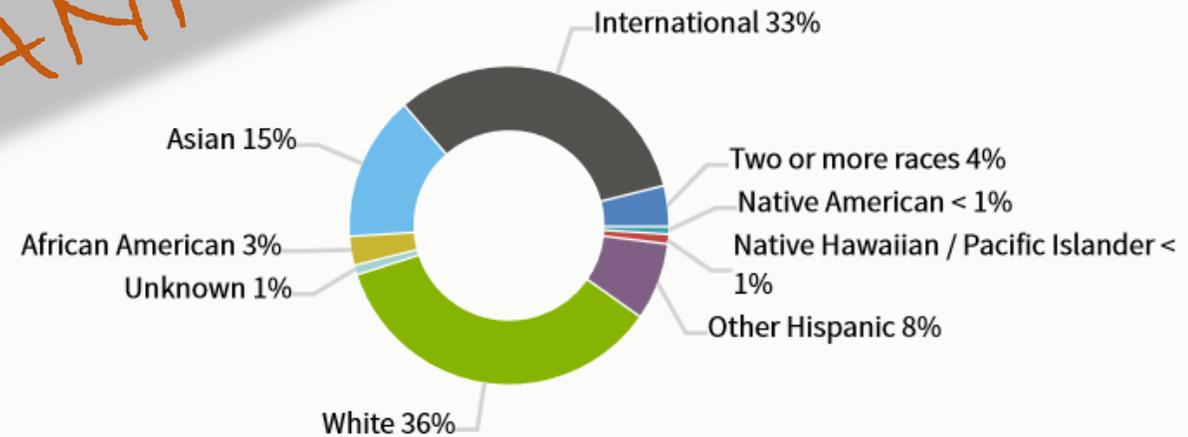


GEOGRAPHIC ORIGIN



ETHNIC DIVERSITY

STANFORD



CREATING A CULTURE OF DIVERSITY, EQUITY & INCLUSION



EVERYONE FEELS THAT THEY BELONG	ACKNOWLEDGE
<p>Promises, Promises!™ <i>Delivering results and being truly inclusive</i></p> <ul style="list-style-type: none"> Understand privilege Transform from fear based communication to needs based communication 	<ul style="list-style-type: none"> Getting to know people helps break down barriers Understanding the often unexpressed needs of others helps to personalize the impersonal <p>Acknowledgement ≠ Agreement</p>
MANAGE BIAS	TAKE INITIATIVE
<ul style="list-style-type: none"> Understand we all have bias Understand the dangers of unconscious bias: they can end up managing us Make the unconscious, conscious so you can make an intentional choice <p>Pause → Ponder</p>	<ul style="list-style-type: none"> Understand that inclusion is a choice Create an environment of inclusion Engage with all people groups

BIG'S Anti-Slavery And Human Trafficking Statement

BIG's Policy

The Bjarke Ingels Group ("BIG") is opposed to slavery, human trafficking, and forced labor in any form and takes a zero-tolerance approach to any such activity. We believe that conducting our business in an ethical manner is as essential to our work as is our design excellence. As an international design firm with projects throughout the world, we see it as our responsibility to help create a better world through design and innovation, and as part of that responsibility, we conduct our business with integrity and in compliance with all applicable laws governing workplace safety and environmental protections. Working with diverse cultures and peoples from all over the world, BIG is committed to upholding the highest ethical standards and integrity from its partners and employees and in its supply chain.

Bjarke Ingels Group A/S is a Copenhagen, Denmark-based company, with affiliated companies based in New York and London, and operates throughout the world. We aspire to create new ways of architectural and urban organization. BIG works to enable its clients to realize projects that will influence their communities, the environment, the people who construct them, and those that live and work there.

BIG strives to ensure that social inequality and modern slavery has no part in our supply chains or in any part of our business. We have prepared a draft Code of Conduct and will be updating our employee manual to include an anti-slavery policy that will reflect our commitment to always act ethically and with integrity in our business relationships. BIG is also a signatory to the UN Global Compact, an international policy initiative demonstrating commitment to aligning our operations with universally accepted principles in the areas of human rights, including forced and under-aged labor, environmental, and anti-corruption concerns.

BIG's Due Diligence Processes

In our profession, we believe that the risk of modern slavery and human trafficking is low in our immediate supply chain, but we are in the process of implementing procedures for due diligence processes to identify and mitigate potential risk for new suppliers in our supply chain. These will be made through new contract provisions, requiring new suppliers to identify their own anti-slavery, child labor, and human trafficking procedures, and to ensure that business partners and suppliers adhere to BIG's Partner Code of Ethics, which we are preparing. Any supplier or consultant who does not meet our standards will be subject to removal.

BIG's Training and Reporting

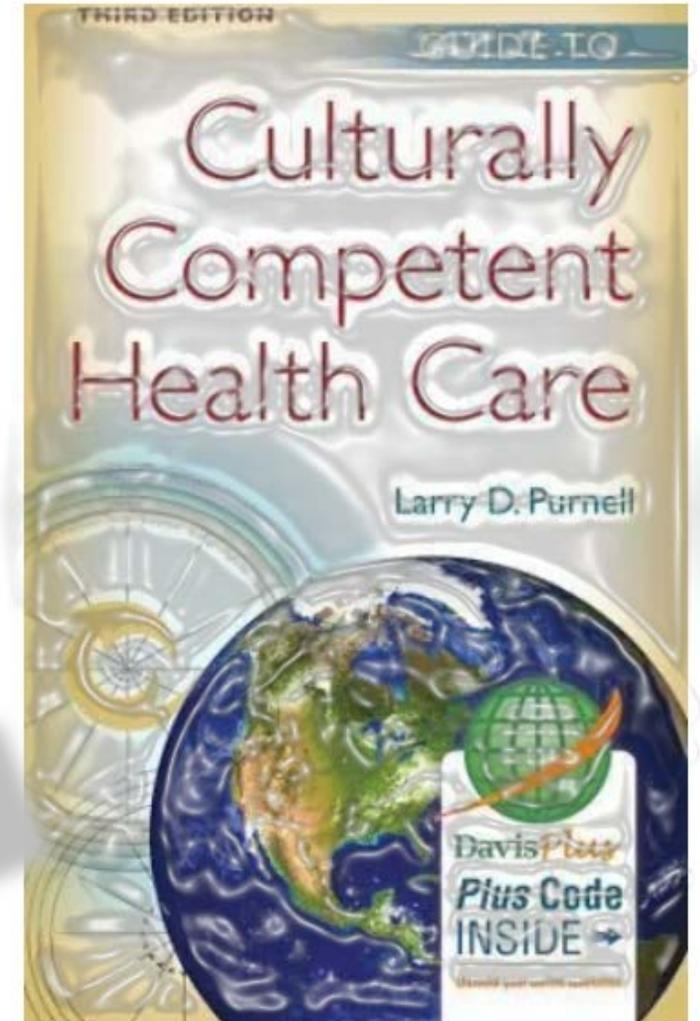
Our policy will be made available to all our staff, to include firm-wide education programs on how to recognize modern slavery and human trafficking in the forms that exist today, and how to report suspected or actual violations. We will revise our agreements to target slavery and human trafficking. We will include our policy in our Employee Handbook, to ensure that our own employees are always treated equitably, and in accordance with the laws.

BIG employees can also report any of their concerns, violations, or complaints to any member of its Human Resources or Legal Teams.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 regarding slavery and human trafficking statement.


 Sheela Maiti Sogaard, CEO

MANIFESTO





ACTIONS



<https://haasinstitute.berkeley.edu/equitymetrics>



<http://justorganizations.com/content/organizations>