

Diversity, Equity and Inclusion Policy

Purpose

Shutterstock is committed to building a workforce, contributor network, and content library that is diverse and representative of the global community we serve. We are focused on creating an inclusive work culture and ensuring equity across our product, services and technology to advance inclusion within Shutterstock and our industry.

Shutterstock believes that diversity leads to greater innovation. We nurture a community where: our employees and contributors feel included and supported; our product, search and content offerings represent the diversity of our world and exceed our customers' needs; and we operate and do business through an inclusive lens.

Our Diversity, Equity & Inclusion Policy reinforces our commitment to providing equal employment opportunities to all individuals, regardless of their race, ethnicity, disability status, sexual orientation, gender identity, gender expression, religion, military status, marital status, socio-economic background, and other areas. Along with our evolving diversity strategy, this policy guides the principles, expectations, and requirements by which Shutterstock will advance diversity, equity, and inclusion. The policy is applicable to all aspects of how the company does business, including recruitment, promotions, compensation, benefits, development, training, technology, product, services and content.

The Policy applies to all employees and anyone conducting business on behalf of Shutterstock.

Our Commitment

- A workplace free from discrimination, harassment, and bullying
- A workplace where individual differences and contributions are recognized and valued
- A workplace where everyone is treated with respect and dignity
- To set expectations of all employees on their roles and responsibilities for building a diverse, inclusive, and equitable organization
- To provide training and development on DEI topics to all employees so they are equipped to manage unconscious bias and promote a diverse and inclusive workplace
- To provide avenues for employees who feel they have been subject to prohibited conduct on the basis of protected characteristics to raise their concerns without fear of retaliation
- To audit and manage our employment practices and procedures, including recruitment, promotions, compensation, benefits, and development, so that fairness and equity is maintained
- To provide guidance to our contributors on creating and submitting diverse content
- To build a content library and contributor network that is diverse, authentic and representative

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- To incorporate inclusive principles in how we build our products and services and apply our current and innovative technologies

Responsibilities

Creating an inclusive, equitable, and diverse company is the responsibility of everyone doing work on behalf of Shutterstock. Below outlines the minimum expectations and responsibilities for employees:

Employees Responsibilities

- Complete DEI training as assigned
- Interact with team members and clients respectfully and create an inclusive environment that is free from discrimination, harassment, and bullying
- Commit to an individual DEI goal as part of annual goal setting to help Shutterstock meet our DEI responsibilities. Goals should be aligned with enhancing our DEI culture or advancing DEI in our product or services based on core job responsibility
- Commit to your improving knowledge on DEI topics and be more intentional in driving diversity, equity, and belonging
- Speak up when you see exclusionary and discriminatory behaviors and report discriminatory behavior through available channels
- Account for diversity, equity and inclusion when building products and services /applying our technologies

People Leader Responsibilities

Additionally, people leaders (people managers and those at the Director level and above) are accountable for specific DEI responsibilities and for achieving DEI outcomes as part of their job performance. These responsibilities include but are not limited to:

- Role modeling inclusive and respectful behavior in the work environment and all work-related activities
- Consistently displaying inclusive leadership behaviors valuing all perspectives and listening to diverse points of view
- Setting personal DEI goals to increase diverse representation and an inclusive environment within their teams
- Setting expectations on behavior necessary to create inclusive and psychologically safe teams to foster belonging on their teams
- Setting hiring expectations and mitigating bias in employment decisions and talent practices (including hiring, performance, development, and compensation)
- Ensuring teams are setting annual goals around DEI and contributing to the company's DEI goals
- Appropriately addressing any other behavior not consistent with our DEI principles including this policy and reporting to the People Team and DEI Team as necessary

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- Ensuring their teams are accounting for diversity, equity and inclusion when building products and services / applying our technologies
- Completing all assigned DEI trainings

Employee Resource Group Responsibilities

- Ensuring ERG programs and activities are aligned with the DEI strategy
- Assisting in engaging employees and promoting the importance of DEI and the DEI strategy
- Providing space for employees to share their experiences and communicating employee needs with the DEI team to ensure a consistent employee experience
- Provide feedback as needed to help the company to: build products and services that are equitable and promote DEI; and introduce or update technologies that are themselves inclusive and promote DEI

Discrimination, Harassment, and Bullying

Shutterstock is committed to a collegial work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices, including sexual harassment and other forms of harassment. We expect that all relationships among coworkers will be business-like and free of bias, prejudice, and harassment. All employees are protected by and must adhere to [Shutterstock's Anti-Harassment Policy](#).

Reporting Inappropriate Conduct

Complaints associated with this policy should be raised in accordance with the procedures set forth by [Shutterstock's Anti-Harassment Policy](#).

Prohibition of Retaliation

Shutterstock does not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct reasonably believed to violate this Policy, or in good faith provide information in connection with a report or investigation of any such conduct.

Consequences

Employees who do not comply with this Policy and/or are found to have engaged in discrimination, harassment, or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

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Our business responsibilities and action

Shutterstock is committed to incorporating Diversity, Equity, and Inclusion principles into our products and services. We do this by incorporating equity and other best faith inclusion efforts in how we create products and services and introduce or update our technology and platform. At Shutterstock, our product and services inclusion approach is guided by these principles:

- *Our content:* Our content should be diverse and authentic to help our customers tell their stories that are reflective of the world and with accuracy and integrity.
- *Our Contributors:* Our contributors should come from diverse backgrounds. They must adhere to our [DEI content policy](#) which outlines contributors' responsibility in submitting content that is fair and free of bias, judgment, and offensive language.
- *Our platform and technology:* Our technology and platform should be accessible and our technology ethically applied. We implement best faith efforts to ensure our technology provides a positive search experience, does not perpetuate stereotypes or cause harm, and is built to promote diversity.